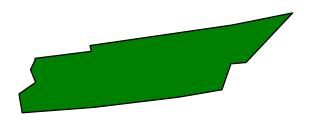
# Statistical Report for the State of Tennessee



**Electronic District Report** 



Prepared by:

Data and Decision Analysis, Inc. February 2003

# State of Tennessee District Report Description of the Longitudinal Database

The data presented in this report are the result of extensive processing of employment, certification, enrollment and assignment files from the State of Tennessee Department of Education into a longitudinal database of workforce dynamics. As such, there are several decisions that must be made about the data that may result in information that is not directly comparable to the cross-section, annual data files provided to Data and Decision Analysis, Inc.

The longitudinal database is created by individual person, not by position. This means that each educator is identified by a single district and a single position. First, an educator's primary position is identified according to where they devote the majority of their time. The educator's home district is then determined based upon the district in which they spend the most time *in their primary position*. Since educators that split their time between districts will not appear in both districts, the district workforce counts may be less than expected. For a more complete explanation of the procedure used, please refer to Appendix A of this report. Appendix B details the processing procedure used for the higher education data. A list of positions as defined in this report is provided in Appendix C.

In addition, every attempt has been made to resolve differences in key demographic data over time. The longitudinal database has been created to identify educators by a single race, sex and year of birth. This has been done by assigning the highest frequency found for each demographic characteristic. Again, while this produces consistency longitudinally, it may yield slightly different data than the cross sectional (annual) data.

#### **Special Notes Regarding the 1996-97 Data:**

During the processing of the 1996-97 data files, Data and Decision Analysis, Inc (DaDA) found anomalies in the employment data as well as the school enrollment data. The employment data reported a number of educators marked as "Inactive" in the distribution file who were actually active educators in the Preliminary data files. In order to properly identify consistently active educators for 1996-97, it was necessary to review the 1995-96 file as well as the 1997-98 file and look for educators who consistently gained experience over the three year period. These people were then changed by DaDA to "Active" status and added to the pool of employed educators.

The Preliminary school data file for 1996-97 also was found to be problematic and was discarded and replaced with a spreadsheet of data provided to DaDA by Tennessee. The new enrollment data provided by the State of Tennessee for 1996-97 seems inconsistent with previous years and warrants further investigation by the State. Therefore, significant jumps in the 1996-97 enrollment numbers at the individual district level should be viewed with caution.

#### **Special Notes Regarding the 1997-98 Data:**

Two key files containing information on the class assignments and details of each school district, referred to as the "Preliminary" files, were lost during an attempted transition to a new data collection methodology. In order to ensure a reasonably consistent data series for this report and for all other derivatives of these data it was necessary to employ the 1998-99 and 1996-97 preliminary files with the base 1997-98 employment files. This processing is detailed in Appendix A. It was possible to reconstruct a value for the percent of Special Education enrollments, but there was no information available to construct the percent of minority enrollments for 1997-98. In this report, the missing data is noted in the report as "na", or not available.

In addition, there has been a consolidation of two districts, Chattanooga and Hamilton County. The districts merged into a single Hamilton County between 1996-97 and 1997-98. This report has merged the two districts into a single district and presents the information as if the districts had always been a single combined district.

### **Special Notes Regarding the 1999-2000 Data:**

Problems persist with the "Preliminary" data files for 1999-2000 and 2000-01. The files contain "job share" positions which impacted the formatting of the files transferred to Data and Decision Analysis, Inc. The result was that more than 400 records were unreadable in the 1999-2000 file making it impossible to determine the exact assignments for those educators. By using the 1998-99 file along with the 2000-2001 file it was possible to correctly assign educators who did not change positions or districts.

# State of Tennessee District Report Description of the Report

The Tennessee District Report consists of four pages for each district containing descriptive indicators, workforce counts, enrollments, percentage distributions, data quality measures and State comparative data. Graphs are used to highlight key data relationships. The following describes each data item used in the report:

#### The First Page of the Report

#### **Supply and Demand Graphs**

The first two graphs plot the change in total educators with the change in total enrollments for the district and comparatively for the State. These data series are often used as supply and demand indicators and allow a quick look at how the two are moving relative to one another. Typically, the State graph in the upper right would illustrate relatively smooth enrollments, increasing slightly over time. For this report, the years 1998-99 and 2000-01 show a slight dip in enrollments which puts a bit of an S-curve into the graph. Changes in hiring are reflected by the increases and decreases seen in the educator numbers. Any divergence in these two series indicates a potential imbalance if not corrected. Ideally the two series would move in the same direction and magnitude over time. As can be seen in the graph, the total educators has begun to tail off slightly reflecting the changes in enrollments.

#### **Descriptive Indicators**

For each set of district indicators, there are State indicators for comparison purposes:

Student to Educator Ratio is the total number of educators divided by the total district enrollment. Student to Teacher Ratio is the total number of teachers divided by the total enrollments. Change in Educators and Enrollments are the headcount increases or decreases from the previous year. % Change in Educators and Enrollments are changes in headcounts relative to lasts years total headcount.

#### Workforce

% Part-Time are the educators in the district who's FTE is less than 1.0 divided by the total educators. % Administrative Staff and the % Professional Staff show that part of the workforce engaged in non-classroom position relative to total educators.

% Minority, % Minority in Administration and the % Female in Administration are calculated from the headcounts on the third page of each district report.

#### The Teachers Descriptive Indicators

Average Age is the average age of teacher where the age is known.

Average Experience is the average teaching experience as reported in the annual census of teachers.

Average Salary is the average salary for full-time teachers (where FTE=1.0).

% Minority Teachers, % Female Teachers and % Special Education Teachers are calculated from the counts on the second and third pages of each district.

#### **Enrollments**

The final part of the Descriptive Indicators section contains enrollment data calculated from the Tennessee Department of Education School file for 1995-96, 1996-97 and 1998-99. The preliminary school file was not available for 1997-98 so the percent of minority enrollment calculation was not possible. The percent of special education was calculated from a worksheet provided to DaDA by Tennessee.

% Minority is the number of non-white students enrolled as a percentage of the total enrollment % of Special Education is the number of special education students as a percentage of the total enrollment.

#### **Dynamics of the Workforce**

The Dynamics of the Workforce data examines the pieces of the pipeline for human resources flow into, out of, and between school districts.

Total Workforce includes all educators employed in the district as defined earlier in this report.

*Retained Educators* are individuals who were employed in the same district in the year before and remain in the current year.

*Newly Hired* educators are those individuals hired to replace exiting educators or fill new positions. The Newly Hired educators are composed of three groups:

- *Transfers In* are educators who were employed in a different Tennessee district in the previous year and are employed in the district being reported in the current year.
- Reentrants are educators who were not employed in the previous year in any Tennessee district, and are employed in the district being reported in the current year with experience greater than one (1).
- *First Time Educators* are individuals who appear for the first time in the district being reported with no prior experience (experience=0).

Total Exiting Next Year include educators who leave public education in Tennessee for at least one year, or who transfer to other districts.

- *Transfers Out* are educators who leave the district being reported in the next year, but who appear in another Tennessee public school district.
- Those who *Leave Tennessee Education* are educators who do not appear in any Tennessee public school district in the following year.

#### **Dynamics Rates**

District Attrition is calculated by dividing the Total Exiting Next Year by the Total Workforce in the current year. This is the actual attrition rate experienced by the district. However, as shown in the section above, part of this attrition is explained by educators moving to other districts. Therefore, when State data on attrition rates are presented, they are actually calculated by dividing those Leaving Tennessee Education by the Total Workforce. The ratio of Transfers In/Out quantifies the district-to-district movement in term of the district being reported. If the number of Transfers In is equal to the number of Transfers Out then the ratio is equal to one (1). A number greater than one indicates that the district is a net importer of experienced educators while a number less than one indicates a net exporter of experienced educators. A possible measure of attractiveness is indicated if the district is a net importer of experienced educators over time. A ratio that is consistently less than one over time indicates that the district is a net supplier of experienced educators to other Tennessee school districts.

#### The Second Page of the Report

#### **Profile by Position**

The profile by position section of the report includes head counts and percentages for Administrators, Professional Staff and the detailed components of Teachers. Please remember that educators are assigned to a single position based upon their primary position. Refer to *the Description of the Longitudinal Database* at the beginning of this report as well as the Appendices for more information about the process used to assign educators.

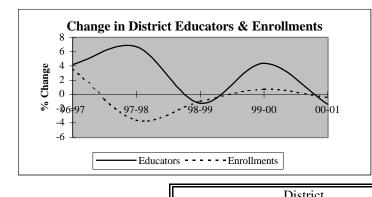
#### **Total Enrollments**

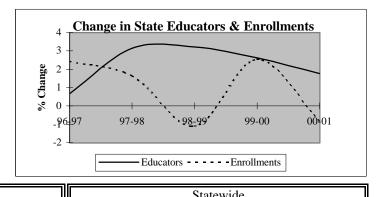
Total Enrollments and percentages are provided by grade grouping for the district.

#### **Indicator Graphs**

Student Teacher Ratio includes data from the first page of the report showing the district and State ratios. Enrollment by Grade Group shows an area chart of enrollments for grade groups 1 through grade 12. State Attrition Distribution and District Rate graphs shows the frequency distribution of all the district's attrition rates (the dashed line). The solid line is the district attrition rate for the current district. As the graph shows, most districts are clustered around the average district attrition rate of 8.0%.

District Transfers In/Transfers Out shows the ratio from the previous page. Again, a solid line consistently over one (the dashed line) indicates that the district is a net importer of experienced educators.





			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S	<del></del>		<del></del>	<u></u>		<u> </u>			
Student to Educator Ratio	14.7	13.3	13.3	12.9	13.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.5	15.5	15.7	15.2	15.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	21	35	-7	24	-8	-	-	-	-	-
% Change in Educators	4.2%	6.7%	-1.3%	4.4%	-1.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	269	-277	-73	53	-32	-	-	-	-	-
% Change in Enrollment:	3.6%	-3.6%	-1.0%	0.7%	-0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.7%	1.4%	0.5%	0.7%	10.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	3.9%	4.0%	4.4%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.5%	10.4%	11.1%	10.6%	10.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.6%	1.1%	1.1%	1.3%	1.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	39.1%	36.4%	27.3%	36.0%	29.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.2	41.6	42.4	43.1	42.6	43.3	43.5	43.6	43.7	43.9
Average Experience	13.5	12.8	13.0	13.4	12.8	13.8	13.7	13.7	13.4	13.3
Average Salary	32,686	31,455	34,187	36,584	35,691	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.7%	1.3%	1.1%	1.3%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.7%	75.7%	76.0%	74.6%	75.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.4%	14.5%	13.7%	13.7%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.0%	na	2.1%	2.3%	2.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	1.1%	0.5%	1.3%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

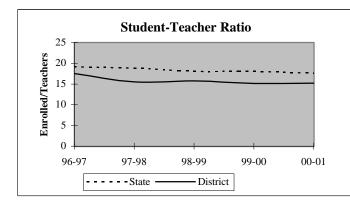
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	522	557	550	574	566	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	457	451	481	510	487	87.5%	81.0%	87.5%	88.9%	86.0%	
Newly Hired	65	106	69	64	79	12.5%	19.0%	12.5%	11.1%	14.0%	
Transfers In	6	12	7	25	11	9.2%	11.3%	10.1%	39.1%	13.9%	
Reentrants	44	36	17	19	29	67.7%	34.0%	24.6%	29.7%	36.7%	
First Time Educators	15	58	45	20	39	23.1%	54.7%	65.2%	31.3%	49.4%	
Total Exiting Next Year	71	76	40	87	-	13.6%	13.6%	7.3%	15.2%	-	
Transfers Out	13	17	17	19	-	18.3%	22.4%	42.5%	21.8%	-	
Leave Tennessee Educ.	58	59	23	68	-	81.7%	77.6%	57.5%	78.2%	-	

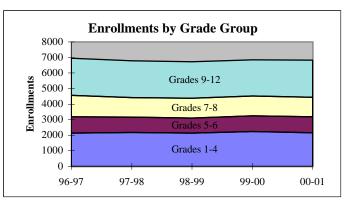
Dynamics Rates	District Rates							
District Attrition	13.6%	13.6%	7.3%	15.2%	-			
Transfers In/Out	0.46	0.71	0.41	1.32	-			

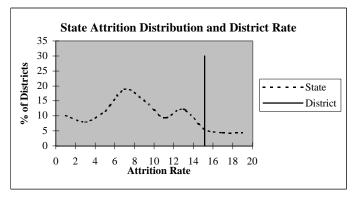
# District Report for: ANDERSON COUNTY

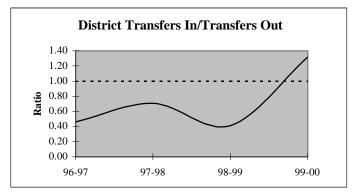
		Dis	strict Coun	ts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	522	557	550	574	566	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	23	22	22	25	24	4.4%	3.9%	4.0%	4.4%	4.2%		
Professional Staff	60	58	61	61	57	11.5%	10.4%	11.1%	10.6%	10.1%		
Total Teachers	439	477	467	488	485	84.1%	85.6%	84.9%	85.0%	85.7%		
Special Education	59	69	64	67	68	13.4%	14.5%	13.7%	13.7%	14.0%		
Pre-K & Kindergarten	34	34	38	40	37	7.7%	7.1%	8.1%	8.2%	7.6%		
Elementary (1-4)	144	167	159	162	161	32.8%	35.0%	34.0%	33.2%	33.2%		
Middle School (5-6)	39	39	35	39	42	8.9%	8.2%	7.5%	8.0%	8.7%		
Jr. High (7-8)	49	48	53	54	53	11.2%	10.1%	11.3%	11.1%	10.9%		
High School (9-12)	114	120	118	126	124	26.0%	25.2%	25.3%	25.8%	25.6%		
Business	2	1	2	2	2	1.8%	0.8%	1.7%	1.6%	1.6%		
Language Arts	18	19	18	18	18	15.8%	15.8%	15.3%	14.3%	14.5%		
Social Studies	13	14	13	14	14	11.4%	11.7%	11.0%	11.1%	11.3%		
Foreign Language	5	5	6	7	6	4.4%	4.2%	5.1%	5.6%	4.8%		
Mathematics	11	13	9	14	12	9.6%	10.8%	7.6%	11.1%	9.7%		
Science	14	12	9	13	13	12.3%	10.0%	7.6%	10.3%	10.5%		
Vocational Education	31	35	32	37	33	27.2%	29.2%	27.1%	29.4%	26.6%		
Other High School	20	21	29	21	26	17.5%	17.5%	24.6%	16.7%	21.0%		
Total Enrollments	7,691	7,414	7,341	7,394	7,362	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	7,691	7,414	7,341	7,394	7,362	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	615	545	507	453	464	8.0%	7.4%	6.9%	6.1%	6.3%
Grades 1-4	2,148	2,170	2,140	2,234	2,153	27.9%	29.3%	29.2%	30.2%	29.2%
Grades 5-6	1,038	991	964	1,022	1,029	13.5%	13.4%	13.1%	13.8%	14.0%
Grades 7-8	1,373	1,260	1,276	1,276	1,262	17.9%	17.0%	17.4%	17.3%	17.1%
Grades 9-12	2,399	2,367	2,349	2,316	2,377	31.2%	31.9%	32.0%	31.3%	32.3%
Ungraded	118	81	105	93	77	1.5%	1.1%	1.4%	1.3%	1.0%









		Dist	trict Cour	nts			Distr	rict Percenta	iges	
Profile by	1996-97 1	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender		<u>`</u>	·	·			<u> </u>	<del></del>	<u> </u>	
Administrative	23	22	22	25	24	4.6%	4.1%	4.2%	4.6%	4.5%
White - Females	9	8	6	9	7	39.1%	36.4%	27.3%	36.0%	29.2%
White - Males	14	14	16	16	17	60.9%	63.6%	72.7%	64.0%	70.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	59	57	59	59	55	11.7%	10.7%	11.3%	10.8%	10.3%
White - Females	47	47	49	51	48	79.7%	82.5%	83.1%	86.4%	87.3%
White - Males	12	10	9	7	6	20.3%	17.5%	15.3%	11.9%	10.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	1	1	1	0.0%	0.0%	1.7%	1.7%	1.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	421	456	442	460	456	83.7%	85.2%	84.5%	84.6%	85.2%
White - Females	318	348	340	348	348	75.5%	76.3%	76.9%	75.7%	76.3%
White - Males	100	102	97	106	101	23.8%	22.4%	21.9%	23.0%	22.1%
Black - Females	1	3	4	4	3	0.2%	0.7%	0.9%	0.9%	0.7%
Black - Males	1	2	1	1	1	0.2%	0.4%	0.2%	0.2%	0.2%
Other - Females	1	1	0	1	2	0.2%	0.2%	0.0%	0.2%	0.4%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.2%
Age Distribution		Dist	trict Cour	nts	1		Distr	rict Percenta	nges	
Teachers by Age Group	1996-97 1	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	17	12	8	9	1.5%	4.0%	3.0%	2.0%	2.3%
25-29	54	66	58	49	42	13.5%	15.6%	14.4%	12.1%	10.8%
30-34	38	37	34	45	60	9.5%	8.7%	8.5%	11.1%	15.4%
35-39	42	40	41	38	36	10.5%	9.4%	10.2%	9.4%	9.3%
40-45	77	74	55	51	46	19.2%	17.5%	13.7%	12.6%	11.8%
45-49	94	87	87	89	77	23.4%	20.5%	21.6%	21.9%	19.8%
50-54	54	70	82	85	80	13.5%	16.5%	20.4%	20.9%	20.6%
55+	36	33	33	41	39	9.0%	7.8%	8.2%	10.1%	10.0%
Average Age	42.2	41.6	42.4	43.1	42.6					
Experience Distribution		Die	trict Cour	nte	<del></del> 1		Dietr	rict Percenta	nges	<u> </u>
•	1996-97 1				2000 01	1006.07		1998-99		2000 01
Teachers by Experience						1996-97	1997-98		1999-00	2000-01
0-3 Years	93	110	109	106	116 81	21.2%	23.1%	23.3%	21.7%	23.9%
4-7 Years					X I	13.0%	16.4%	15.4%	16.4%	16.7%
0 11 37	57	78 50	72	80						11 10
8-11 Years	59	50	51	57	54	13.4%	10.5%	10.9%	11.7%	11.1%
12-15 Years	59 37	50 43	51 49	57 45	54 53	13.4% 8.4%	10.5% 9.0%	10.9% 10.5%	11.7% 9.2%	10.9%
	59	50	51	57	54	13.4%	10.5%	10.9%	11.7%	

Average Experience

13.5

12.8

13.4

12.8

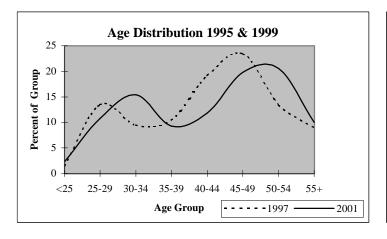
13.0

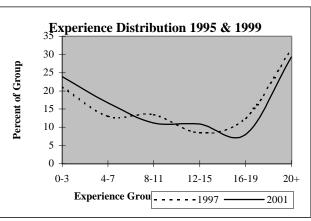
		District Counts					District Rates					
Attrition	1996-97 19	997-98 19	998-99 19	999-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	71	76	40	87	-	Ĭ	13.6%	13.6%	7.3%	15.2%	=	
Attrition from Transfers	13	17	17	19	-		2.5%	3.1%	3.1%	3.3%	-	
Attrition from Exits	58	59	23	68	-		11.1%	10.6%	4.2%	11.8%	-	
Teacher Attrition	59	68	38	76	-		13.4%	14.3%	8.1%	15.6%	=	
Attrition from Transfers	11	17	16	17	-		2.5%	3.6%	3.4%	3.5%	-	
Attrition from Exits	48	51	22	59	-		10.9%	10.7%	4.7%	12.1%	-	
District Retention												
<b>Educator Retention</b>	451	481	510	487	-		86.4%	86.4%	92.7%	84.8%	-	
Teacher Retention	380	409	429	412	-		86.6%	85.7%	91.9%	84.4%	-	

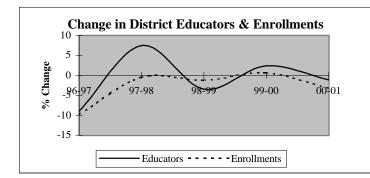
Teacher Retention	District Rates							
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	52.9%	20.4%	26.8%					
1 Year of Experience	71.8%	8.1%	20.2%					
2 Years of Experience	83.3%	3.2%	13.5%					
3 Years of Experience	84.5%	3.9%	11.7%					
4 Years of Experience	85.4%	4.2%	10.4%					
5 Years of Experience	87.2%	2.3%	10.5%					

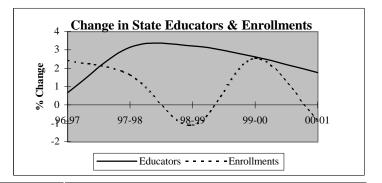
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	5.9%	10.4%	12.4%	14.3%	14.6%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.4%	5.1%	6.4%	6.6%	6.5%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	2.5%	1.1%	1.5%	1.6%	1.8%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	86.0%	81.9%	86.5%	91.3%	85.9%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.4%	0.2%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.5%	16.9%	11.6%	7.0%	12.4%		8.6%	9.3%	9.4%	11.0%	10.3%









	District 1996-97 1997-98 1998-99 1999-00 2000					Statewide						
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Supply & Demand Indicator	S											
Student to Educator Ratio	11.9	11.0	11.3	11.1	10.8	16.4	16.2	15.5	15.5	15.1		
Student to Teacher Ratio	15.3	14.1	14.3	14.0	13.7	19.2	18.8	18.1	18.0	17.6		
Change in Educators	-8	6	-3	2	-1	-	-	-	-	-		
% Change in Educators	-9.0%	7.4%	-3.4%	2.4%	-1.2%	0.7%	3.1%	3.2%	2.6%	1.8%		
Change in Enrollments	-105	-5	-12	6	-31	-	-	-	-	-		
% Change in Enrollment:	-9.8%	-0.5%	-1.3%	0.6%	-3.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%		
Workforce												
% Part-Time	3.7%	3.4%	3.6%	2.3%	2.4%	0.7%	0.7%	0.7%	0.7%	6.9%		
% Administrative Staff	4.9%	4.6%	4.8%	4.7%	4.7%	4.5%	4.5%	4.4%	4.4%	4.3%		
% Professional Staff	17.3%	17.2%	16.7%	16.3%	16.5%	9.6%	9.5%	9.6%	9.6%	9.7%		
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%		
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%		
% Female in Admin.	75.0%	75.0%	50.0%	75.0%	75.0%	36.3%	37.4%	38.6%	40.6%	41.5%		
Teachers												
Average Age	44.7	44.9	45.9	45.7	45.9	43.3	43.5	43.6	43.7	43.9		
Average Experience	15.1	15.4	16.7	16.6	16.3	13.8	13.7	13.7	13.4	13.3		
Average Salary	36,538	36,290	38,011	40,707	39,695	33,907	34,370	35,839	36,884	36,619		
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%		
% Female Teachers	92.1%	91.2%	90.9%	92.6%	91.0%	79.2%	79.4%	79.4%	79.4%	79.6%		
% Special Ed. Teachers	9.5%	10.3%	10.6%	10.3%	10.4%	10.9%	10.8%	10.9%	10.8%	10.7%		
Enrollment												
% Minority	4.3%	na	5.3%	5.3%	5.8%	26.0%	na	26.5%	27.3%	27.7%		
% Special Education	1.5%	0.9%	1.2%	0.4%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%		
Г					1							

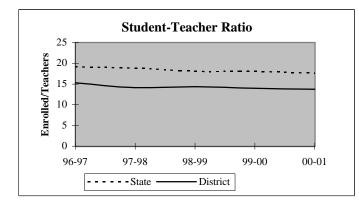
		Dist	trict Coun	nts		District Percentages					
Dynamics of the Workforce	1996-97 1	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	81	87	84	86	85	1	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	79	81	82	80	80		97.5%	93.1%	97.6%	93.0%	94.1%
Newly Hired	2	6	2	6	5		2.5%	6.9%	2.4%	7.0%	5.9%
Transfers In	0	3	0	3	3		0.0%	50.0%	0.0%	50.0%	60.0%
Reentrants	2	2	2	2	1	1	100.0%	33.3%	100.0%	33.3%	20.0%
First Time Educators	0	1	0	1	1		0.0%	16.7%	0.0%	16.7%	20.0%
Total Exiting Next Year	0	5	4	6	-		0.0%	5.7%	4.8%	7.0%	-
Transfers Out	0	1	1	1	-		0.0%	20.0%	25.0%	16.7%	-
Leave Tennessee Educ.	0	4	3	5	-		0.0%	80.0%	75.0%	83.3%	-

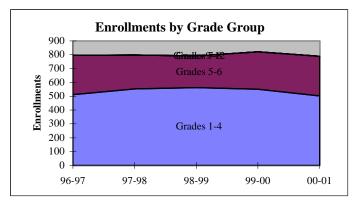
Dynamics Rates	District Rates								
District Attrition	0.0%	5.7%	4.8%	7.0%	-				
Transfers In/Out	nc	3.00	0.00	3.00	-				

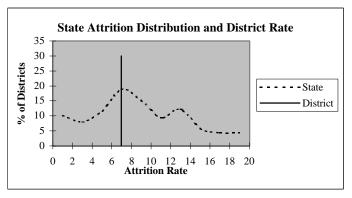
# District Report for: CLINTON

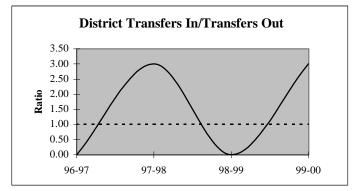
		Dis	strict Cour	nts		District Percentages				
Profile by Position	1996-97	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	81	87	84	86	85	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.9%	4.6%	4.8%	4.7%	4.7%
Professional Staff	14	15	14	14	14	17.3%	17.2%	16.7%	16.3%	16.5%
Total Teachers	63	68	66	68	67	77.8%	78.2%	78.6%	79.1%	78.8%
Special Education	6	7	7	7	7	9.5%	10.3%	10.6%	10.3%	10.4%
Pre-K & Kindergarten	7	7	7	7	7	11.1%	10.3%	10.6%	10.3%	10.4%
Elementary (1-4)	37	40	39	38	37	58.7%	58.8%	59.1%	55.9%	55.2%
Middle School (5-6)	12	13	12	15	15	19.0%	19.1%	18.2%	22.1%	22.4%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	1	1	1	1	1	1.6%	1.5%	1.5%	1.5%	1.5%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	1	1	1	1	1	100.0%	100.0%	100.0%	100.0%	100.0%
Total Enrollments	963	958	946	952	921	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	963	958	946	952	921	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	164	150	151	126	133	17.0%	15.7%	16.0%	13.2%	14.4%
Grades 1-4	511	552	563	550	503	53.1%	57.6%	59.5%	57.8%	54.6%
Grades 5-6	284	247	229	272	285	29.5%	25.8%	24.2%	28.6%	30.9%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	4	9	3	4	0	0.4%	0.9%	0.3%	0.4%	0.0%









District Percentages

District Counts

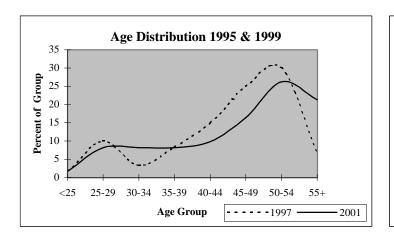
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	,,					<u> </u>				<u>,———)</u>
Administrative	4	4	4	4	4	5.1%	4.7%	4.9%	4.8%	4.8%
White - Females	3	3	2	3	3	75.0%	75.0%	50.0%	75.0%	75.0%
White - Males	1	1	2	1	1	25.0%	25.0%	50.0%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	15	14	14	14	17.7%	17.6%	17.1%	16.7%	16.9%
White - Females	12	13	12	12	12	85.7%	86.7%	85.7%	85.7%	85.7%
White - Males	2	2	2	2	2	14.3%	13.3%	14.3%	14.3%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	61	66	64	66	65	77.2%	77.6%	78.0%	78.6%	78.3%
White - Females	57	61	59	62	60	93.4%	92.4%	92.2%	93.9%	92.3%
White - Males	4	5	5	4	5	6.6%	7.6%	7.8%	6.1%	7.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution	District Counts					Ì	Diet	rict Percent	ages	1
Age Distribution	1006 07 1				2000 01	1006 07		rict Percent		2000.01
Teachers by Age Group	ــــــــــــــــــــــــــــــــــــــ	997-98	1998-99	1999-00	2000-01		1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98 1	1998-99	1999-00	1	1.7%	1997-98	1998-99	1999-00	1.6%
Teachers by Age Group Up to 24 25-29	1 6	997-98 1 8	1998-99 0 5	1999-00 1 6	1 5	1.7% 10.0%	1997-98 1.6% 12.5%	1998-99 0.0% 7.9%	1999-00 1.5% 9.2%	1.6% 8.2%
Teachers by Age Group Up to 24 25-29 30-34	1 6 2	997-98 1 8 1	1998-99 0 5 4	1999-00 1 6 5	1 5 5	1.7% 10.0% 3.3%	1.6% 1.6% 12.5% 1.6%	1998-99 0.0% 7.9% 6.3%	1999-00 1.5% 9.2% 7.7%	1.6% 8.2% 8.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 6 2 5	997-98 1 8 1 6	1998-99 0 5 4 5	1999-00 1 6 5 4	1 5 5 5	1.7% 10.0% 3.3% 8.3%	1.6% 12.5% 1.6% 9.4%	1998-99 0.0% 7.9% 6.3% 7.9%	1999-00 1.5% 9.2% 7.7% 6.2%	1.6% 8.2% 8.2% 8.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 6 2 5 9	997-98 1 8 1 6 7	1998-99 0 5 4 5 7	1999-00 1 6 5 4 6	1 5 5 5 6	1.7% 10.0% 3.3% 8.3% 15.0%	1997-98 1.6% 12.5% 1.6% 9.4% 10.9%	1998-99 0.0% 7.9% 6.3% 7.9% 11.1%	1999-00 1.5% 9.2% 7.7% 6.2% 9.2%	1.6% 8.2% 8.2% 8.2% 9.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 6 2 5 9 15	997-98 1 8 1 6 7 16	1998-99 0 5 4 5 7 17	1999-00 6 5 4 6 14	1 5 5 5 6 10	1.7% 10.0% 3.3% 8.3% 15.0% 25.0%	1997-98 1.6% 12.5% 1.6% 9.4% 10.9% 25.0%	1998-99 0.0% 7.9% 6.3% 7.9% 11.1% 27.0%	1999-00 1.5% 9.2% 7.7% 6.2% 9.2% 21.5%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 6 2 5 9 15 18	997-98 1 8 1 6 7 16 17	1998-99 0 5 4 5 7 17	1999-00 1 6 5 4 6 14 19	1 5 5 5 6 10 16	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0%	1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6%	1998-99 0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0%	1999-00 1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 6 2 5 9 15	997-98 1 8 1 6 7 16 17 8	1998-99 0 5 4 5 7 17 17 8	1999-00 6 5 4 6 14 19 10	1 5 5 5 6 10 16 13	1.7% 10.0% 3.3% 8.3% 15.0% 25.0%	1997-98 1.6% 12.5% 1.6% 9.4% 10.9% 25.0%	1998-99 0.0% 7.9% 6.3% 7.9% 11.1% 27.0%	1999-00 1.5% 9.2% 7.7% 6.2% 9.2% 21.5%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 6 2 5 9 15 18	997-98 1 8 1 6 7 16 17	1998-99 0 5 4 5 7 17	1999-00 1 6 5 4 6 14 19	1 5 5 5 6 10 16	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0%	1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6%	1998-99 0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0%	1999-00 1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 6 2 5 9 15 18 4	997-98 1 8 1 6 7 16 17 8	1998-99 0 5 4 5 7 17 17 8	1999-00 6 5 4 6 14 19 10	1 5 5 5 6 10 16 13	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0%	1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6%	1998-99 0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0%	1999-00 1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 6 2 5 9 15 18 4	997-98 1 8 1 6 7 16 17 8 44.9	1998-99 0 5 4 5 7 17 17 8	1999-00 1 6 5 4 6 14 19 10 45.7	1 5 5 5 6 10 16 13	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0%	1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6% 12.5%	1998-99 0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0%	1999-00 1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2% 15.4%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 6 2 5 9 15 18 4 44.7	997-98 1 8 1 6 7 16 17 8 44.9	1998-99 0 5 4 5 7 17 17 8 45.9	1999-00 1 6 5 4 6 14 19 10 45.7	1 5 5 6 10 16 13 45.9	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0% 6.7%	1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6% 12.5%	1998-99 0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0% 12.7%	1999-00 1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2% 15.4%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2% 21.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 6 2 5 9 15 18 4	997-98 1 8 1 6 7 16 17 8 44.9 Dis	1998-99 0 5 4 5 7 17 17 8 45.9	1999-00 1 6 5 4 6 14 19 10 45.7	1 5 5 6 10 16 13 45.9	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0% 6.7%	1997-98 1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6% 12.5% Distr	1998-99 0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0% 12.7%	1999-00  1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2% 15.4%  ages 1999-00	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2% 21.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 6 2 5 9 15 18 4 44.7	997-98 1 8 1 6 7 16 17 8 44.9 Dis	1998-99 0 5 4 5 7 17 17 8 45.9	1999-00 1 6 5 4 6 14 19 10 45.7	1 5 5 6 10 16 13 45.9	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0% 6.7%	1997-98 1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6% 12.5% Distr 1997-98 8.8%	1998-99  0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0% 12.7%  rict Percent 1998-99 7.6%	1999-00  1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2% 15.4%  ages  1999-00 7.4%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2% 21.3% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 6 2 5 9 15 18 4 44.7	997-98 1 8 1 6 7 16 17 8 44.9 Dis	1998-99 0 5 4 5 7 17 17 8 45.9 strict Cour 1998-99	1999-00 1 6 5 4 6 14 19 10 45.7	1 5 5 6 10 16 13 45.9	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0% 6.7% 1996-97 11.1% 9.5%	1997-98 1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6% 12.5% Distr 1997-98 8.8% 14.7%	1998-99  0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0% 12.7%  rict Percent 1998-99  7.6% 9.1%	1999-00  1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2% 15.4%  ages  1999-00  7.4% 10.3%	1.6% 8.2% 8.2% 9.8% 16.4% 26.2% 21.3% 2000-01 10.4% 10.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 6 2 5 9 15 18 4 44.7	997-98 1 8 1 6 7 16 17 8 44.9 Dis 997-98 6 10 2	1998-99 0 5 4 5 7 17 17 8 45.9 strict Cour 1998-99 5 6 3	1999-00 1 6 5 4 6 14 19 10 45.7 1999-00 5 7 6	1 5 5 6 10 16 13 45.9 2000-01 7 7	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0% 6.7%  11.1% 9.5% 4.8%	1997-98 1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6% 12.5% Distr 1997-98 8.8% 14.7% 2.9%	1998-99  0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0% 12.7%  rict Percent 1998-99  7.6% 9.1% 4.5%	1999-00  1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2% 15.4%  ages 1999-00 7.4% 10.3% 8.8%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2% 21.3% 2000-01 10.4% 9.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 6 2 5 9 15 18 4 44.7	997-98  1 8 1 6 7 16 17 8 44.9  Dis 997-98 6 10 2 14	1998-99 0 5 4 5 7 17 17 8 45.9 strict Cour 1998-99 5 6 3 13	1999-00 1 6 5 4 6 14 19 10 45.7 1999-00 5 7 6 8	1 5 5 6 10 16 13 45.9 2000-01 7 7 6 5	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0% 6.7%  11.1% 9.5% 4.8% 17.5%	1997-98 1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6% 12.5% Distr 1997-98 8.8% 14.7% 2.9% 20.6%	1998-99  0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0% 12.7%  rict Percent 1998-99  7.6% 9.1% 4.5% 19.7%	1999-00  1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2% 15.4%  ages 1999-00  7.4% 10.3% 8.8% 11.8%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2% 21.3% 2000-01 10.4% 9.0% 7.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 6 2 5 9 15 18 4 44.7	997-98 1 8 1 6 7 16 17 8 44.9 Dis 997-98 6 10 2	1998-99 0 5 4 5 7 17 17 8 45.9 strict Cour 1998-99 5 6 3	1999-00 1 6 5 4 6 14 19 10 45.7 1999-00 5 7 6	1 5 5 6 10 16 13 45.9 2000-01 7 7	1.7% 10.0% 3.3% 8.3% 15.0% 25.0% 30.0% 6.7%  11.1% 9.5% 4.8%	1997-98 1.6% 12.5% 1.6% 9.4% 10.9% 25.0% 26.6% 12.5% Distr 1997-98 8.8% 14.7% 2.9%	1998-99  0.0% 7.9% 6.3% 7.9% 11.1% 27.0% 27.0% 12.7%  rict Percent 1998-99  7.6% 9.1% 4.5%	1999-00  1.5% 9.2% 7.7% 6.2% 9.2% 21.5% 29.2% 15.4%  ages 1999-00 7.4% 10.3% 8.8%	1.6% 8.2% 8.2% 8.2% 9.8% 16.4% 26.2% 21.3% 2000-01 10.4% 9.0%

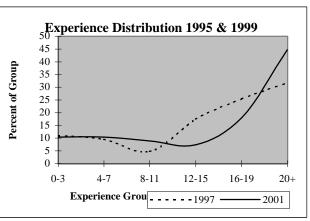
		Distr	rict Counts			District Rates				
Attrition	1996-97 19	97-98 1	998-99 199	9-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	0	5	4	6	-	0.0%	5.7%	4.8%	7.0%	-
Attrition from Transfers	0	1	1	1	-	0.0%	1.1%	1.2%	1.2%	-
Attrition from Exits	0	4	3	5	-	0.0%	4.6%	3.6%	5.8%	-
Teacher Attrition	0	4	3	6	-	0.0%	5.9%	4.5%	8.8%	-
Attrition from Transfers	0	1	1	1	-	0.0%	1.5%	1.5%	1.5%	-
Attrition from Exits	0	3	2	5	-	0.0%	4.4%	3.0%	7.4%	-
District Retention										
<b>Educator Retention</b>	81	82	80	80	-	100.0%	94.3%	95.2%	93.0%	-
Teacher Retention	63	64	63	62	-	100.0%	94.1%	95.5%	91.2%	-
Teacher Retention		Dist	rict Rates				Statewic	le Rates		

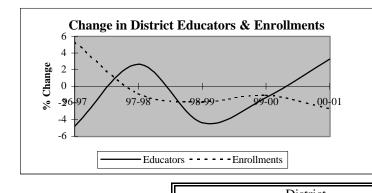
Teacher Retention	Di	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	60.0%	0.0%	40.0%
1 Year of Experience	87.5%	0.0%	12.5%
2 Years of Experience	100.0%	0.0%	0.0%
3 Years of Experience	88.9%	11.1%	0.0%
4 Years of Experience	88.9%	0.0%	11.1%
5 Years of Experience	100.0%	0.0%	0.0%

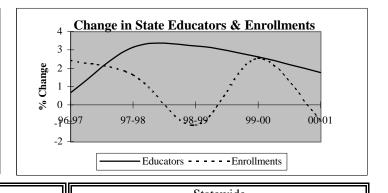
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ict Percent	tages			Statew	ide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.2%	6.6%	6.2%	8.6%	8.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.2%	3.3%	3.1%	4.3%	4.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.5%	3.4%	0.0%	2.3%	1.2%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.1%	93.1%	97.6%	94.2%	96.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	2.5%	3.4%	2.4%	3.5%	2.4%	8.6%	9.3%	9.4%	11.0%	10.3%









	District					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s	_	_								
Student to Educator Ratio	13.3	12.9	13.2	13.2	12.5	16.		15.5	15.5	15.1	
Student to Teacher Ratio	15.7	15.1	15.4	15.5	14.4	19.	2 18.8	18.1	18.0	17.6	
Change in Educators	-19	10	-17	-5	12	-	-	-	-	-	
% Change in Educators	-4.8%	2.7%	-4.4%	-1.4%	3.3%	0.79	6 3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	255	-44	-92	-52	-131	-	-	-	-	-	
% Change in Enrollments	5.3%	-0.9%	-1.8%	-1.1%	-2.7%	2.49	6 1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	8.5%	7.0%	7.6%	7.1%	5.6%	0.79	6 0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	3.4%	3.1%	3.2%	2.7%	3.4%	4.59	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	11.7%	11.6%	11.1%	11.5%	9.8%	9.69	9.5%	9.6%	9.6%	9.7%	
% Minority	9.1%	8.7%	8.5%	8.7%	8.8%	12.19	6 12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	15.4%	16.7%	8.3%	20.0%	23.1%	16.89	6 17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	23.1%	25.0%	25.0%	40.0%	46.2%	36.39	6 37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	45.5	45.7	46.1	46.4	46.5	43.	3 43.5	43.6	43.7	43.9	
Average Experience	15.5	15.5	16.0	15.9	15.7	13.	8 13.7	13.7	13.4	13.3	
Average Salary	41,239	41,624	43,572	44,268	44,450	33,90	7 34,370	35,839	36,884	36,619	
% Minority Teachers	10.2%	9.6%	9.7%	9.6%	9.2%	12.09	6 12.1%	12.3%	12.5%	12.6%	
% Female Teachers	72.5%	73.9%	75.7%	76.4%	75.8%	79.29	6 79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.9%	10.3%	10.7%	9.6%	10.1%	10.99	6 10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	17.1%	na	18.0%	18.7%	19.7%	26.09	% na	26.5%	27.3%	27.7%	
% Special Education	1.3%	1.1%	1.1%	1.3%	1.1%	1.79	6 1.6%	1.8%	1.8%	1.8%	
•											

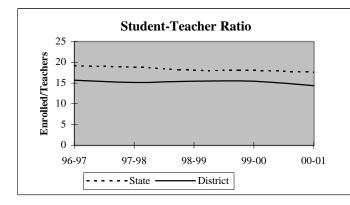
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	377	387	370	365	377	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	345	357	351	338	342		91.5%	92.2%	94.9%	92.6%	90.7%
Newly Hired	32	30	19	27	35		8.5%	7.8%	5.1%	7.4%	9.3%
Transfers In	6	9	2	9	13		18.8%	30.0%	10.5%	33.3%	37.1%
Reentrants	16	14	15	13	14		50.0%	46.7%	78.9%	48.1%	40.0%
First Time Educators	10	7	2	5	8		31.3%	23.3%	10.5%	18.5%	22.9%
Total Exiting Next Year	20	36	32	23	-		5.3%	9.3%	8.6%	6.3%	-
Transfers Out	1	3	0	0	-		5.0%	8.3%	0.0%	0.0%	-
Leave Tennessee Educ.	19	33	32	23	-		95.0%	91.7%	100.0%	100.0%	-

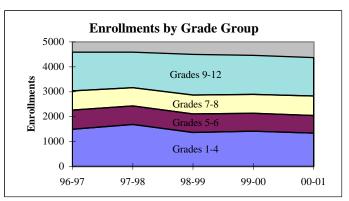
Dynamics Rates	District Rates								
District Attrition	5.3%	9.3%	8.6%	6.3%	-				
Transfers In/Out	6.00	3.00	nc	nc	-				

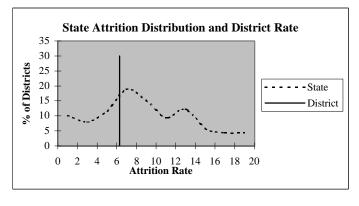
# District Report for: OAK RIDGE

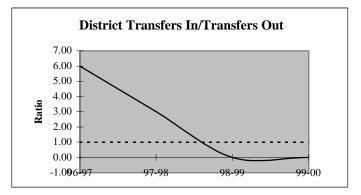
		Dis	strict Cour	ıts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	377	387	370	365	377	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	13	12	12	10	13	3.4%	3.1%	3.2%	2.7%	3.4%	
Professional Staff	44	45	41	42	37	11.7%	11.6%	11.1%	11.5%	9.8%	
Total Teachers	320	330	317	313	327	84.9%	85.3%	85.7%	85.8%	86.7%	
Special Education	35	34	34	30	33	10.9%	10.3%	10.7%	9.6%	10.1%	
Pre-K & Kindergarten	30	28	29	29	27	9.4%	8.5%	9.1%	9.3%	8.3%	
Elementary (1-4)	101	103	101	95	102	31.6%	31.2%	31.9%	30.4%	31.2%	
Middle School (5-6)	30	30	30	29	29	9.4%	9.1%	9.5%	9.3%	8.9%	
Jr. High (7-8)	43	46	47	46	47	13.4%	13.9%	14.8%	14.7%	14.4%	
High School (9-12)	81	89	76	84	89	25.3%	27.0%	24.0%	26.8%	27.2%	
Business	6	6	6	4	5	7.4%	6.7%	7.9%	4.8%	5.6%	
Language Arts	12	14	12	13	15	14.8%	15.7%	15.8%	15.5%	16.9%	
Social Studies	11	12	10	13	12	13.6%	13.5%	13.2%	15.5%	13.5%	
Foreign Language	6	6	5	6	6	7.4%	6.7%	6.6%	7.1%	6.7%	
Mathematics	12	13	12	12	14	14.8%	14.6%	15.8%	14.3%	15.7%	
Science	11	11	10	10	13	13.6%	12.4%	13.2%	11.9%	14.6%	
Vocational Education	10	11	10	11	9	12.3%	12.4%	13.2%	13.1%	10.1%	
Other High School	13	16	11	15	15	16.0%	18.0%	14.5%	17.9%	16.9%	
Total Enrollments	5,024	4,980	4,888	4,836	4,705	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	5,024	4,980	4,888	4,836	4,705	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	366	332	318	315	283	7.3%	6.7%	6.5%	6.5%	6.0%
Grades 1-4	1,485	1,690	1,363	1,417	1,337	29.6%	33.9%	27.9%	29.3%	28.4%
Grades 5-6	777	743	744	714	703	15.5%	14.9%	15.2%	14.8%	14.9%
Grades 7-8	765	731	764	761	792	15.2%	14.7%	15.6%	15.7%	16.8%
Grades 9-12	1,560	1,427	1,625	1,564	1,538	31.1%	28.7%	33.2%	32.3%	32.7%
Ungraded	71	57	74	65	52	1.4%	1.1%	1.5%	1.3%	1.1%









		Dis	strict Cour	nts			Distr	rict Percent	ages	
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u>,                                      </u>			<u> </u>			<u> </u>			
Administrative	13	12	12	10	13	3.6%	3.3%	3.4%	2.9%	3.7%
White - Females	2	2	2	2	4	15.4%	16.7%	16.7%	20.0%	30.8%
White - Males	9	8	9	6	6	69.2%	66.7%	75.0%	60.0%	46.2%
Black - Females	1	1	1	2	2	7.7%	8.3%	8.3%	20.0%	15.4%
Black - Males	1	1	0	0	1	7.7%	8.3%	0.0%	0.0%	7.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	44	45	41	42	37	12.2%	12.2%	11.6%	12.2%	10.5%
White - Females	35	36	33	35	32	79.5%	80.0%	80.5%	83.3%	86.5%
White - Males	9	9	8	7	5	20.5%	20.0%	19.5%	16.7%	13.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	304	311	299	293	303	84.2%	84.5%	84.9%	84.9%	85.8%
White - Females	197	207	205	203	209	64.8%	66.6%	68.6%	69.3%	69.0%
White - Males	76	74	65	62	66	25.0%	23.8%	21.7%	21.2%	21.8%
Black - Females	17	19	18	19	18	5.6%	6.1%	6.0%	6.5%	5.9%
Black - Males	6	5	5	4	4	2.0%	1.6%	1.7%	1.4%	1.3%
Other - Females	8	6	6	5	6	2.6%	1.9%	2.0%	1.7%	2.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Die	strict Cour	nts			Distr	rict Percent	ages	
Teachers by Age Group	1996-97		1998-99		2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	2	1	1	0.7%	0.7%	0.7%	0.4%	0.4%
25-29	24	25	25	19	20	8.2%	8.4%	8.9%	6.8%	7.1%
30-34	20	27	18	23	26	6.8%	9.1%	6.4%	8.3%	9.2%
35-39	25	23	25	27	33	8.6%	7.7%	8.9%	9.7%	11.7%
40-45	40	34	31	25	16	13.7%	11.4%	11.0%	9.0%	5.7%
45-49	77	61	51	58	56	26.4%	20.5%	18.1%	20.9%	19.9%
50-54	61	72	78	71	69	20.4%	24.2%	27.8%	25.5%	24.5%
55+	43	54	51	54	61	14.7%	18.1%	18.1%	19.4%	21.6%
Average Age	45.5	45.7	46.1	46.4	46.5					
Tivolugo Tigo	13.3	13.7	10.1	10.1	10.5					
Experience Distribution			strict Cour					rict Percent		
Teachers by Experience	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	42	47	35	32	35	13.1%	14.2%	11.0%	10.2%	10.7%
4-7 Years	40	44	45	48	51	12.5%	13.3%	14.2%	15.3%	15.6%
8-11 Years	33	32	37	39	43	10.3%	9.7%	11.7%	12.5%	13.1%
12-15 Years	40	39	38	41	38	12.5%	11.8%	12.0%	13.1%	11.6%
16-19 Years	41	42	36	29	37	12.8%	12.7%	11.4%	9.3%	11.3%

20+ Years

Average Experience

124

15.5

126

15.5

124

15.9

123

15.7

38.8%

38.2%

39.7%

39.6%

126

16.0

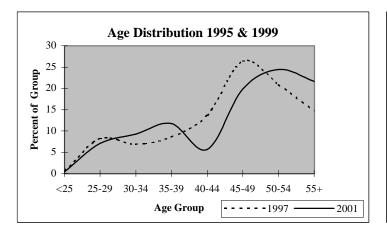
37.6%

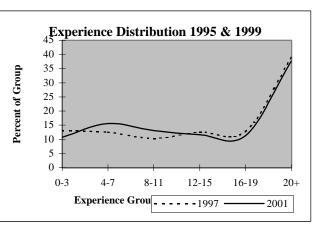
		Distr	ict Counts	1		District Rates					
Attrition	1996-97 19	997-98 1	998-99 19	999-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	20	36	32	23	-	ĺ	5.3%	9.3%	8.6%	6.3%	=
Attrition from Transfers	1	3	0	0	-		0.3%	0.8%	0.0%	0.0%	-
Attrition from Exits	19	33	32	23	-		5.0%	8.5%	8.6%	6.3%	-
Teacher Attrition	19	30	28	17	-		5.9%	9.1%	8.8%	5.4%	-
Attrition from Transfers	1	1	0	0	-		0.3%	0.3%	0.0%	0.0%	-
Attrition from Exits	18	29	28	17	-		5.6%	8.8%	8.8%	5.4%	-
District Retention											
<b>Educator Retention</b>	357	351	338	342	-		94.7%	90.7%	91.4%	93.7%	-
Teacher Retention	301	300	289	296	-		94.1%	90.9%	91.2%	94.6%	-

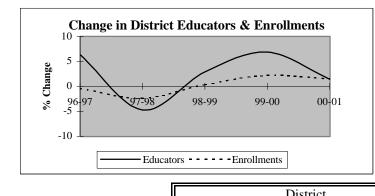
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	66.7%	10.0%	23.3%
1 Year of Experience	75.4%	3.1%	21.5%
2 Years of Experience	85.5%	1.8%	12.7%
3 Years of Experience	83.9%	0.0%	16.1%
4 Years of Experience	94.6%	0.0%	5.4%
5 Years of Experience	91.2%	0.0%	8.8%

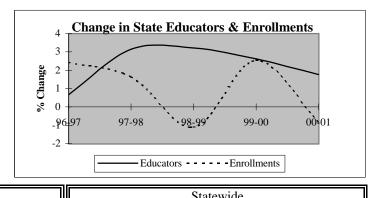
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages			Statew	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	6.7%	9.1%	9.3%	9.9%	11.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.6%	3.6%	3.4%	3.6%	3.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	3.7%	2.6%	3.5%	2.7%	2.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.1%	91.7%	91.9%	91.8%	91.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.3%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.2%	5.7%	4.6%	5.2%	6.1%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	'S									
Student to Educator Ratio	16.1	16.5	16.1	15.4	15.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.1	19.4	19.0	17.8	17.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	24	-19	11	27	6	-	-	-	-	-
% Change in Educators	6.3%	-4.7%	2.9%	6.8%	1.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-31	-160	22	138	95	-	-	-	-	-
% Change in Enrollments	-0.5%	-2.5%	0.3%	2.2%	1.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	0.3%	0.3%	0.2%	4.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.2%	4.4%	4.6%	4.3%	4.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.4%	10.4%	10.6%	9.2%	8.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.5%	4.5%	4.6%	4.9%	4.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	6.3%	6.3%	5.9%	11.8%	10.5%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	17.6%	17.6%	22.2%	22.2%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.2	41.4	41.4	41.0	41.3	43.3	43.5	43.6	43.7	43.9
Average Experience	12.3	12.8	12.9	12.2	12.2	13.8	13.7	13.7	13.4	13.3
Average Salary	30,587	31,263	32,763	33,760	33,817	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.9%	4.0%	4.2%	4.5%	3.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.9%	81.7%	81.2%	81.4%	81.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.3%	9.2%	8.4%	8.2%	9.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.6%	na	16.1%	17.0%	18.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.6%	0.3%	0.4%	1.6%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

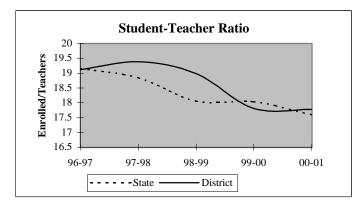
		Dis	strict Cou	nts		District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	403	384	395	422	428	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	350	346	363	360	373	86.8%	90.1%	91.9%	85.3%	87.1%
Newly Hired	53	38	32	62	55	13.2%	9.9%	8.1%	14.7%	12.9%
Transfers In	10	6	9	11	11	18.9%	15.8%	28.1%	17.7%	20.0%
Reentrants	16	7	4	12	17	30.2%	18.4%	12.5%	19.4%	30.9%
First Time Educators	27	25	19	39	27	50.9%	65.8%	59.4%	62.9%	49.1%
Total Exiting Next Year	57	21	35	49	-	14.1%	5.5%	8.9%	11.6%	-
Transfers Out	16	5	10	12	-	28.1%	23.8%	28.6%	24.5%	-
Leave Tennessee Educ.	41	16	25	37	-	71.9%	76.2%	71.4%	75.5%	-

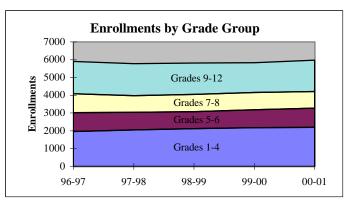
Dynamics Rates	District Rates						
District Attrition	14.1%	5.5%	8.9%	11.6%	-		
Transfers In/Out	0.63	1.20	0.90	0.92	-		

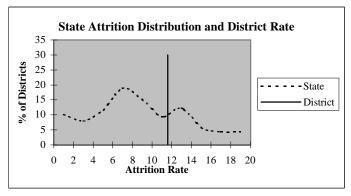
# District Report for: BEDFORD COUNTY

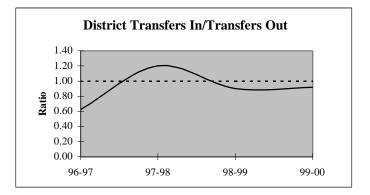
		Dis	trict Cour	nts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	403	384	395	422	428	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	17	18	18	20	4.2%	4.4%	4.6%	4.3%	4.7%
Professional Staff	46	40	42	39	37	11.4%	10.4%	10.6%	9.2%	8.6%
Total Teachers	340	327	335	365	371	84.4%	85.2%	84.8%	86.5%	86.7%
Special Education	35	30	28	30	34	10.3%	9.2%	8.4%	8.2%	9.2%
Pre-K & Kindergarten	22	21	23	24	23	6.5%	6.4%	6.9%	6.6%	6.2%
Elementary (1-4)	127	124	128	144	143	37.4%	37.9%	38.2%	39.5%	38.5%
Middle School (5-6)	32	35	33	35	40	9.4%	10.7%	9.9%	9.6%	10.8%
Jr. High (7-8)	36	33	32	37	36	10.6%	10.1%	9.6%	10.1%	9.7%
High School (9-12)	88	84	91	95	95	25.9%	25.7%	27.2%	26.0%	25.6%
Business	2	2	2	2	2	2.3%	2.4%	2.2%	2.1%	2.1%
Language Arts	13	11	13	14	14	14.8%	13.1%	14.3%	14.7%	14.7%
Social Studies	8	4	5	7	9	9.1%	4.8%	5.5%	7.4%	9.5%
Foreign Language	4	4	4	4	4	4.5%	4.8%	4.4%	4.2%	4.2%
Mathematics	13	11	14	12	11	14.8%	13.1%	15.4%	12.6%	11.6%
Science	9	9	8	10	9	10.2%	10.7%	8.8%	10.5%	9.5%
Vocational Education	16	15	18	16	15	18.2%	17.9%	19.8%	16.8%	15.8%
Other High School	23	28	27	30	31	26.1%	33.3%	29.7%	31.6%	32.6%
Total Enrollments	6.498	6 338	6.360	6.498	6 593	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	6,498	6,338	6,360	6,498	6,593	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	537	535	538	563	548	8.3%	8.4%	8.5%	8.7%	8.3%
Grades 1-4	1,970	2,052	2,116	2,175	2,202	30.3%	32.4%	33.3%	33.5%	33.4%
Grades 5-6	1,047	984	957	1,003	1,072	16.1%	15.5%	15.0%	15.4%	16.3%
Grades 7-8	1,067	941	972	981	944	16.4%	14.8%	15.3%	15.1%	14.3%
Grades 9-12	1,827	1,806	1,762	1,673	1,765	28.1%	28.5%	27.7%	25.7%	26.8%
Ungraded	50	20	15	103	62	0.8%	0.3%	0.2%	1.6%	0.9%









District Percentages

District Counts

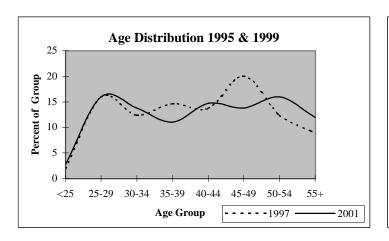
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender		·		<u> </u>		<u> </u>	<u> </u>			
Administrative	16	16	17	17	19	4.0%	4.2%	4.4%	4.1%	4.6%
White - Females	3	3	4	4	5	18.8%	18.8%	23.5%	23.5%	26.3%
White - Males	12	12	12	11	12	75.0%	75.0%	70.6%	64.7%	63.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	2	2	6.3%	6.3%	5.9%	11.8%	10.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	46	40	41	39	37	11.6%	10.6%	10.5%	9.5%	9.0%
White - Females	34	32	33	32	30	73.9%	80.0%	80.5%	82.1%	81.1%
White - Males	8	5	5	5	5	17.4%	12.5%	12.2%	12.8%	13.5%
Black - Females	4	3	2	2	2	8.7%	7.5%	4.9%	5.1%	5.4%
Black - Males	0	0	1	0	0	0.0%	0.0%	2.4%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	335	323	331	355	356	84.4%	85.2%	85.1%	86.4%	86.4%
White - Females	260	253	258	281	285	77.6%	78.3%	77.9%	79.2%	80.1%
White - Males	62	57	59	58	57	18.5%	17.6%	17.8%	16.3%	16.0%
Black - Females	11	11	12	12	11	3.3%	3.4%	3.6%	3.4%	3.1%
Black - Males	2	2	2	4	3	0.6%	0.6%	0.6%	1.1%	0.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Aga Distribution		Dia	etrict Cou	nte	<del></del> 1		Diet	rict Dorcont	0.000	
Age Distribution	1006.07		strict Cou		2000 01	1006.07		rict Percent		2000 01
Teachers by Age Group	الصصال	1997-98	1998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	6	1997-98	1998-99	1999-00 11	9	1.9%	1997-98 2.9%	1998-99	1999-00	2.8%
Teachers by Age Group Up to 24 25-29	6 50	1997-98 9 45	1998-99 6 44	1999-00 11 52	9 52	1.9% 15.9%	1997-98 2.9% 14.6%	1998-99 1.9% 14.0%	3.3% 15.7%	2.8% 16.0%
Teachers by Age Group Up to 24 25-29 30-34	6 50 39	1997-98 9 45 39	1998-99 6 44 50	1999-00 11 52 48	9 52 45	1.9% 15.9% 12.4%	1997-98 2.9% 14.6% 12.7%	1998-99 1.9% 14.0% 15.9%	3.3% 15.7% 14.5%	2.8% 16.0% 13.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39	6 50 39 46	1997-98 9 45 39 35	1998-99 6 44 50 33	1999-00 11 52 48 37	9 52 45 36	1.9% 15.9% 12.4% 14.6%	2.9% 14.6% 12.7% 11.4%	1998-99 1.9% 14.0% 15.9% 10.5%	1999-00 3.3% 15.7% 14.5% 11.1%	2.8% 16.0% 13.8% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	6 50 39 46 43	9 45 39 35 50	1998-99 6 44 50 33 46	1999-00 11 52 48 37 49	9 52 45 36 48	1.9% 15.9% 12.4% 14.6% 13.7%	2.9% 14.6% 12.7% 11.4% 16.2%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6%	1999-00 3.3% 15.7% 14.5% 11.1% 14.8%	2.8% 16.0% 13.8% 11.0% 14.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 50 39 46 43 63	9 45 39 35 50 57	1998-99 6 44 50 33 46 55	11 52 48 37 49 50	9 52 45 36 48 45	1.9% 15.9% 12.4% 14.6% 13.7% 20.1%	2.9% 14.6% 12.7% 11.4% 16.2% 18.5%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5%	3.3% 15.7% 14.5% 11.1% 14.8% 15.1%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 50 39 46 43 63 39	9 45 39 35 50 57 42	1998-99 6 44 50 33 46 55 46	11 52 48 37 49 50 46	9 52 45 36 48 45 52	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4%	2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6%	3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 50 39 46 43 63	9 45 39 35 50 57	1998-99 6 44 50 33 46 55	11 52 48 37 49 50	9 52 45 36 48 45	1.9% 15.9% 12.4% 14.6% 13.7% 20.1%	2.9% 14.6% 12.7% 11.4% 16.2% 18.5%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5%	3.3% 15.7% 14.5% 11.1% 14.8% 15.1%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 50 39 46 43 63 39	9 45 39 35 50 57 42	1998-99 6 44 50 33 46 55 46	11 52 48 37 49 50 46	9 52 45 36 48 45 52	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4%	2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6%	3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 50 39 46 43 63 39 28	9 45 39 35 50 57 42 31	1998-99 6 44 50 33 46 55 46 34	11 52 48 37 49 50 46 39	9 52 45 36 48 45 52 39	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4%	2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6%	3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 50 39 46 43 63 39 28	9 45 39 35 50 57 42 31 41.4	1998-99 6 44 50 33 46 55 46 34 41.4	11 52 48 37 49 50 46 39 41.0	9 52 45 36 48 45 52 39	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4%	2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6%	3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 50 39 46 43 63 39 28 41.2	9 45 39 35 50 57 42 31 41.4	1998-99 6 44 50 33 46 55 46 34 41.4	11 52 48 37 49 50 46 39 41.0	9 52 45 36 48 45 52 39 41.3	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4%	2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6% 10.1%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6% 10.8%	3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9% 11.7%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	6 50 39 46 43 63 39 28	9 45 39 35 50 57 42 31 41.4	1998-99 6 44 50 33 46 55 46 34 41.4	11 52 48 37 49 50 46 39 41.0	9 52 45 36 48 45 52 39 41.3	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4%	2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6% 10.1%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6% 10.8%	3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9% 11.7%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	6 50 39 46 43 63 39 28 41.2	9 45 39 35 50 57 42 31 41.4	1998-99 6 44 50 33 46 55 46 34 41.4	11 52 48 37 49 50 46 39 41.0	9 52 45 36 48 45 52 39 41.3	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4% 8.9%	1997-98 2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6% 10.1%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6% 10.8%	1999-00 3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9% 11.7%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	6 50 39 46 43 63 39 28 41.2	9 45 39 35 50 57 42 31 41.4 Dis	1998-99 6 44 50 33 46 55 46 34 41.4 strict Cou	11 52 48 37 49 50 46 39 41.0	9 52 45 36 48 45 52 39 41.3	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4% 8.9%	1997-98 2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6% 10.1% Distr	1998-99  1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6% 10.8%	1999-00 3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9% 11.7% ages 1999-00	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	6 50 39 46 43 63 39 28 41.2	9 45 39 35 50 57 42 31 41.4 Dis	1998-99 6 44 50 33 46 55 46 34 41.4 strict Cou 1998-99	11 52 48 37 49 50 46 39 41.0	9 52 45 36 48 45 52 39 41.3	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4% 8.9%	1997-98 2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6% 10.1% Distr 1997-98 22.6%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6% 10.8%  rict Percent 1998-99 21.8%	1999-00  3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9% 11.7%  ages 1999-00 27.9%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	6 50 39 46 43 63 39 28 41.2	9 45 39 35 50 57 42 31 41.4 Dis 1997-98	1998-99 6 44 50 33 46 55 46 34 41.4 strict Cou 1998-99	11 52 48 37 49 50 46 39 41.0	9 52 45 36 48 45 52 39 41.3 2000-01 105 57	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4% 8.9%	1997-98  2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6% 10.1%  Distr 1997-98  22.6% 14.4%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6% 10.8%  rict Percent 1998-99 21.8% 16.4%	1999-00  3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9% 11.7%  ages  1999-00  27.9% 15.1%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0% 12.0%  2000-01  28.3% 15.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	6 50 39 46 43 63 39 28 41.2	9 45 39 35 50 57 42 31 41.4  Dis 1997-98 74 47 37	1998-99 6 44 50 33 46 55 46 34 41.4 strict Cour 1998-99 73 55 34	1999-00 11 52 48 37 49 50 46 39 41.0 102 55 31	9 52 45 36 48 45 52 39 41.3 2000-01 105 57 35	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4% 8.9%	1997-98  2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6% 10.1%  Distr 1997-98  22.6% 14.4% 11.3%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6% 10.8%  rict Percent 1998-99 21.8% 16.4% 10.1%	1999-00  3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9% 11.7%  ages 1999-00  27.9% 15.1% 8.5%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0% 12.0%  2000-01  28.3% 15.4% 9.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	6 50 39 46 43 63 39 28 41.2 1996-97 79 50 45 34	9 45 39 35 50 57 42 31 41.4  Dis  1997-98  74 47 37 36	1998-99 6 44 50 33 46 55 46 34 41.4 strict Cou 1998-99 73 55 34 40	11999-00 11 52 48 37 49 50 46 39 41.0 102 55 31 40	9 52 45 36 48 45 52 39 41.3 2000-01 105 57 35 35	1.9% 15.9% 12.4% 14.6% 13.7% 20.1% 12.4% 8.9%  1996-97  23.2% 14.7% 13.2% 10.0%	1997-98  2.9% 14.6% 12.7% 11.4% 16.2% 18.5% 13.6% 10.1%  Distr 1997-98  22.6% 14.4% 11.3% 11.0%	1998-99 1.9% 14.0% 15.9% 10.5% 14.6% 17.5% 14.6% 10.8%  rict Percent 1998-99 21.8% 16.4% 10.1% 11.9%	1999-00  3.3% 15.7% 14.5% 11.1% 14.8% 15.1% 13.9% 11.7%  ages 1999-00  27.9% 15.1% 8.5% 11.0%	2.8% 16.0% 13.8% 11.0% 14.7% 13.8% 16.0% 12.0%  2000-01  28.3% 15.4% 9.4% 9.4%

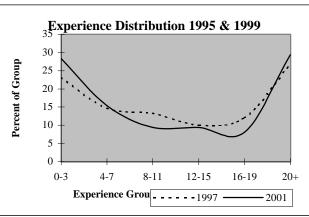
		District Counts						District Rates				
Attrition	1996-97 19	997-98 19	998-99 19	999-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	57	21	35	49	-	Έ	14.1%	5.5%	8.9%	11.6%	-	
Attrition from Transfers	16	5	10	12	-		4.0%	1.3%	2.5%	2.8%	-	
Attrition from Exits	41	16	25	37	-		10.2%	4.2%	6.3%	8.8%	-	
Teacher Attrition	49	15	28	42	-		14.4%	4.6%	8.4%	11.5%	=	
Attrition from Transfers	15	4	9	11	-		4.4%	1.2%	2.7%	3.0%	-	
Attrition from Exits	34	11	19	31	-		10.0%	3.4%	5.7%	8.5%	-	
District Retention												
<b>Educator Retention</b>	346	363	360	373	-		85.9%	94.5%	91.1%	88.4%	-	
Teacher Retention	291	312	307	323	-		85.6%	95.4%	91.6%	88.5%	-	

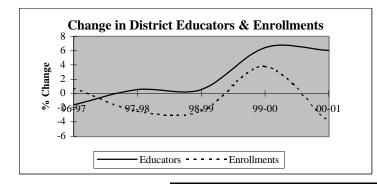
Teacher Retention	D:	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	79.6%	7.7%	12.7%					
1 Year of Experience	81.6%	4.1%	14.3%					
2 Years of Experience	84.0%	7.4%	8.6%					
3 Years of Experience	90.2%	2.4%	7.3%					
4 Years of Experience	80.8%	5.5%	13.7%					
5 Years of Experience	88.1%	7.5%	4.5%					

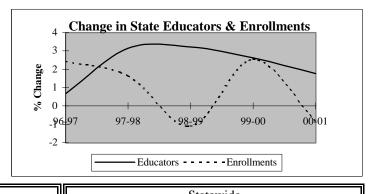
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	8.9%	14.6%	17.1%	21.6%	22.8%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.1%	10.9%	12.3%	12.7%	11.6%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.7%	1.8%	1.8%	2.1%	1.9%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	87.3%	89.6%	92.2%	85.5%	87.4%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.2%	0.3%	0.3%	0.2%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	10.7%	8.3%	5.8%	12.1%	10.7%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S	_	_	_		·				
Student to Educator Ratio	15.7	15.2	14.8	14.4	13.0	16.4		15.5	15.5	15.1
Student to Teacher Ratio	18.5	17.7	17.4	17.2	15.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	-3	1	1	12	12	-	-	-	-	-
% Change in Educators	-1.6%	0.5%	0.5%	6.4%	6.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	23	-73	-71	105	-117	-	-	-	-	-
% Change in Enrollment:	0.8%	-2.5%	-2.5%	3.8%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.5%	0.0%	1.6%	0.0%	9.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.4%	4.8%	4.8%	6.0%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.7%	9.1%	10.2%	10.1%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.5%	0.5%	0.6%	0.5%	0.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	30.0%	33.3%	33.3%	33.3%	36.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.2	42.8	43.1	43.8	44.3	43.3	43.5	43.6	43.7	43.9
Average Experience	12.6	13.3	13.7	14.1	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	29,150	29,659	30,899	32,673	32,561	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.6%	0.6%	0.7%	0.6%	0.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.6%	78.1%	78.0%	77.2%	76.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.2%	10.6%	9.4%	10.2%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.1%	na	3.1%	3.8%	4.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	0.5%	0.3%	0.5%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%
-										

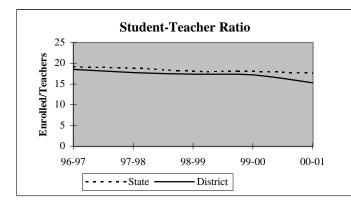
		Dis	strict Cou	nts			•	Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	185	186	187	199	211		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	169	166	174	178	196		91.4%	89.2%	93.0%	89.4%	92.9%
Newly Hired	16	20	13	21	15		8.6%	10.8%	7.0%	10.6%	7.1%
Transfers In	1	2	2	3	3		6.3%	10.0%	15.4%	14.3%	20.0%
Reentrants	6	12	3	12	5		37.5%	60.0%	23.1%	57.1%	33.3%
First Time Educators	9	6	8	6	7		56.3%	30.0%	61.5%	28.6%	46.7%
Total Exiting Next Year	19	12	9	3	-	I	10.3%	6.5%	4.8%	1.5%	-
Transfers Out	4	1	1	0	-		21.1%	8.3%	11.1%	0.0%	=
Leave Tennessee Educ.	15	11	8	3	-		78.9%	91.7%	88.9%	100.0%	-

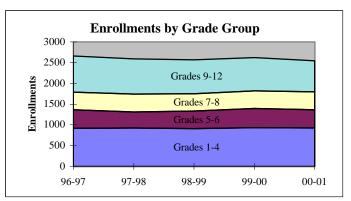
Dynamics Rates	District Rates								
District Attrition	10.3%	6.5%	4.8%	1.5%	=				
Transfers In/Out	0.25	2.00	2.00	nc	-				

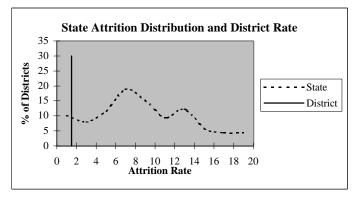
# District Report for: BENTON COUNTY

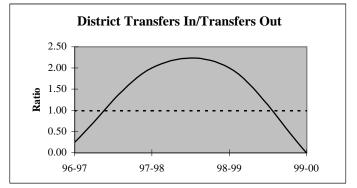
		District Counts					District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	185	186	187	199	211	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	10	9	9	12	11	5.4%	4.8%	4.8%	6.0%	5.2%	
Professional Staff	18	17	19	20	20	9.7%	9.1%	10.2%	10.1%	9.5%	
Total Teachers	157	160	159	167	180	84.9%	86.0%	85.0%	83.9%	85.3%	
Special Education	16	17	15	17	18	10.2%	10.6%	9.4%	10.2%	10.0%	
Pre-K & Kindergarten	15	16	17	11	10	9.6%	10.0%	10.7%	6.6%	5.6%	
Elementary (1-4)	52	54	54	61	65	33.1%	33.8%	34.0%	36.5%	36.1%	
Middle School (5-6)	17	16	16	18	22	10.8%	10.0%	10.1%	10.8%	12.2%	
Jr. High (7-8)	17	16	15	16	16	10.8%	10.0%	9.4%	9.6%	8.9%	
High School (9-12)	40	41	42	44	49	25.5%	25.6%	26.4%	26.3%	27.2%	
Business	0	1	1	0	0	0.0%	2.4%	2.4%	0.0%	0.0%	
Language Arts	7	6	6	7	7	17.5%	14.6%	14.3%	15.9%	14.3%	
Social Studies	5	5	4	5	6	12.5%	12.2%	9.5%	11.4%	12.2%	
Foreign Language	2	2	2	3	3	5.0%	4.9%	4.8%	6.8%	6.1%	
Mathematics	5	5	3	5	7	12.5%	12.2%	7.1%	11.4%	14.3%	
Science	4	4	6	5	4	10.0%	9.8%	14.3%	11.4%	8.2%	
Vocational Education	11	10	10	11	12	27.5%	24.4%	23.8%	25.0%	24.5%	
Other High School	6	8	10	8	10	15.0%	19.5%	23.8%	18.2%	20.4%	
Total Enrollments	2 007	2 834	2 763	2 868	2.751	100.0%	100 0%	100.0%	100.0%	100 0%	

Total Enrollments	2,907	2,834	2,763	2,868	2,751	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	226	229	181	233	192	7.8%	8.1%	6.6%	8.1%	7.0%
Grades 1-4	916	923	912	934	927	31.5%	32.6%	33.0%	32.6%	33.7%
Grades 5-6	448	389	419	463	439	15.4%	13.7%	15.2%	16.1%	16.0%
Grades 7-8	427	433	416	425	431	14.7%	15.3%	15.1%	14.8%	15.7%
Grades 9-12	867	845	820	800	745	29.8%	29.8%	29.7%	27.9%	27.1%
Ungraded	23	15	15	13	17	0.8%	0.5%	0.5%	0.5%	0.6%









District Percentages

District Counts

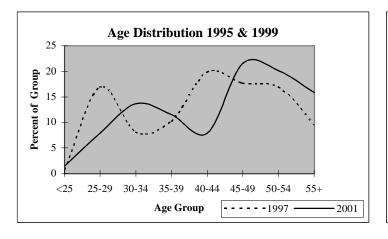
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>									
Administrative	10	9	9	12	11	5.4%	4.9%	5.0%	6.4%	5.6%
White - Females	3	3	3	4	4	30.0%	33.3%	33.3%	33.3%	36.4%
White - Males	7	6	6	8	7	70.0%	66.7%	66.7%	66.7%	63.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	17	18	18	18	9.8%	9.3%	10.0%	9.6%	9.1%
White - Females	11	9	10	10	11	61.1%	52.9%	55.6%	55.6%	61.1%
White - Males	7	8	8	8	7	38.9%	47.1%	44.4%	44.4%	38.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	156	157	153	158	169	84.8%	85.8%	85.0%	84.0%	85.4%
White - Females	124	122	121	125	133	79.5%	77.7%	79.1%	79.1%	78.7%
White - Males	31	34	31	32	35	19.9%	21.7%	20.3%	20.3%	20.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	0.6%	0.6%	0.7%	0.6%	0.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
					<del></del> 1					1
Age Distribution			trict Cour					ict Percent		
Teachers by Age Group	1996-97 1	997-98		1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	3	3	3	2	0.7%	2.1%	2.2%	2.2%	1.4%
25-29	23	19	14	9	11	16.9%	13.6%	10.2%	6.7%	7.9%
30-34	11	13	18	20	19	8.1%	9.3%	13.1%	14.9%	13.7%
35-39	14	14	12	15	16	10.3%	10.0%	8.8%	11.2%	11.5%
40-45	27	19	16	11			10 (0)			7.9%
45-49	2.4			11	11	19.9%	13.6%	11.7%	8.2%	
50-54	24	30	31	33	30	17.6%	21.4%	22.6%	24.6%	21.6%
	23	29	31 28	33 26	30 28	17.6% 16.9%	21.4% 20.7%	22.6% 20.4%	24.6% 19.4%	21.6% 20.1%
55+			31	33	30	17.6%	21.4%	22.6%	24.6%	21.6%
	23 13	29 13	31 28 15	33 26 17	30 28 22	17.6% 16.9%	21.4% 20.7%	22.6% 20.4%	24.6% 19.4%	21.6% 20.1%
55+ Average Age	23	29	31 28	33 26	30 28	17.6% 16.9%	21.4% 20.7%	22.6% 20.4%	24.6% 19.4%	21.6% 20.1%
	23 13	29 13	31 28 15	33 26 17	30 28 22	17.6% 16.9%	21.4% 20.7%	22.6% 20.4%	24.6% 19.4%	21.6% 20.1%
Average Age	23 13	29 13 42.8	31 28 15	33 26 17 43.8	30 28 22	17.6% 16.9%	21.4% 20.7% 9.3%	22.6% 20.4%	24.6% 19.4% 12.7%	21.6% 20.1%
Average Age  Experience Distribution	23 13 42.2	29 13 42.8 Dis	31 28 15 43.1	33 26 17 43.8	30 28 22 44.3	17.6% 16.9% 9.6%	21.4% 20.7% 9.3% Distr	22.6% 20.4% 10.9%	24.6% 19.4% 12.7%	21.6% 20.1% 15.8%
Average Age  Experience Distribution Teachers by Experience	23 13 42.2 1996-97 1	29 13 42.8 Dis	31 28 15 43.1 trict Cour 1998-99	33 26 17 43.8 ats	30 28 22 44.3 2000-01	17.6% 16.9% 9.6% 1996-97	21.4% 20.7% 9.3% Distr 1997-98	22.6% 20.4% 10.9% ict Percenta	24.6% 19.4% 12.7% ages 1999-00	21.6% 20.1% 15.8% 2000-01
Average Age  Experience Distribution Teachers by Experience 0-3 Years	23 13 42.2 1996-97 1 38	29 13 42.8 Dis 997-98	31 28 15 43.1 trict Cour 1998-99	33 26 17 43.8 43.8 1999-00	30 28 22 44.3 2000-01 29	17.6% 16.9% 9.6% 9.6%	21.4% 20.7% 9.3% Distr 1997-98 22.5%	22.6% 20.4% 10.9% ict Percent: 1998-99	24.6% 19.4% 12.7% ages 1999-00 15.6%	21.6% 20.1% 15.8% 2000-01 16.1%
Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	23 13 42.2 1996-97 1 38 23	29 13 42.8 Dis 997-98 36 25	31 28 15 43.1 trict Cour 1998-99	33 26 17 43.8 ats 1999-00 26 37	30 28 22 44.3 2000-01 29 38	17.6% 16.9% 9.6% 9.6%	21.4% 20.7% 9.3% Distr 1997-98 22.5% 15.6%	22.6% 20.4% 10.9% ict Percenta 1998-99 19.5% 18.9%	24.6% 19.4% 12.7% ages 1999-00 15.6% 22.2%	21.6% 20.1% 15.8% 2000-01 16.1% 21.1%
Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	23 13 42.2 1996-97 1 38 23 16	29 13 42.8 Dis 997-98 36 25 15	31 28 15 43.1 trict Cour 1998-99 31 30 13	33 26 17 43.8 ats 1999-00 26 37 14	30 28 22 44.3 2000-01 29 38 21	17.6% 16.9% 9.6% 9.6% 1996-97 24.2% 14.6% 10.2%	21.4% 20.7% 9.3% Distr 1997-98 22.5% 15.6% 9.4%	22.6% 20.4% 10.9% ict Percenta 1998-99 19.5% 18.9% 8.2%	24.6% 19.4% 12.7% ages 1999-00 15.6% 22.2% 8.4%	21.6% 20.1% 15.8% 2000-01 16.1% 21.1% 11.7%
Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	23 13 42.2 1996-97 1 38 23 16 17	29 13 42.8 Dis 997-98 36 25 15 13	31 28 15 43.1 trict Cour 1998-99 31 30 13 12	33 26 17 43.8 43.8 1999-00 26 37 14 14	30 28 22 44.3 2000-01 29 38 21 10	17.6% 16.9% 9.6% 9.6% 1996-97 24.2% 14.6% 10.2% 10.8%	21.4% 20.7% 9.3% Distr 1997-98 22.5% 15.6% 9.4% 8.1%	22.6% 20.4% 10.9% ict Percenta 1998-99 19.5% 18.9% 8.2% 7.5%	24.6% 19.4% 12.7% 12.7% 1999-00 15.6% 22.2% 8.4% 8.4%	21.6% 20.1% 15.8% 2000-01 16.1% 21.1% 11.7% 5.6%
Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	23 13 42.2 1996-97 1 38 23 16	29 13 42.8 Dis 997-98 36 25 15	31 28 15 43.1 trict Cour 1998-99 31 30 13	33 26 17 43.8 ats 1999-00 26 37 14	30 28 22 44.3 2000-01 29 38 21	17.6% 16.9% 9.6% 9.6% 1996-97 24.2% 14.6% 10.2%	21.4% 20.7% 9.3% Distr 1997-98 22.5% 15.6% 9.4%	22.6% 20.4% 10.9% ict Percenta 1998-99 19.5% 18.9% 8.2%	24.6% 19.4% 12.7% ages 1999-00 15.6% 22.2% 8.4%	21.6% 20.1% 15.8% 2000-01 16.1% 21.1% 11.7%

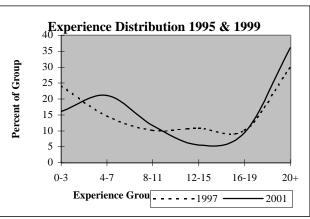
		Distr	rict Counts			District Rates				
Attrition	1996-97 19	997-98 1	998-99 19	99-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	19	12	9	3	-	10.3%	6.5%	4.8%	1.5%	-
Attrition from Transfers	4	1	1	0	-	2.2%	0.5%	0.5%	0.0%	-
Attrition from Exits	15	11	8	3	-	8.1%	5.9%	4.3%	1.5%	-
Teacher Attrition	16	11	7	0	-	10.2%	6.9%	4.4%	0.0%	-
Attrition from Transfers	4	1	1	0	-	2.5%	0.6%	0.6%	0.0%	-
Attrition from Exits	12	10	6	0	-	7.6%	6.3%	3.8%	0.0%	-
District Retention										
<b>Educator Retention</b>	166	174	178	196	-	89.7%	93.5%	95.2%	98.5%	-
Teacher Retention	141	149	152	167	-	89.8%	93.1%	95.6%	100.0%	-

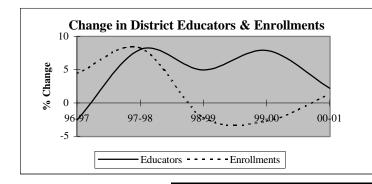
Teacher Retention	D	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	86.0%	2.3%	11.6%				
1 Year of Experience	85.0%	2.5%	12.5%				
2 Years of Experience	90.0%	5.0%	5.0%				
3 Years of Experience	96.1%	2.0%	2.0%				
4 Years of Experience	93.5%	2.2%	4.3%				
5 Years of Experience	94.6%	5.4%	0.0%				

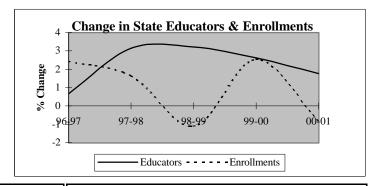
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.2%	10.3%	17.8%	17.3%	17.8%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.8%	7.5%	10.8%	10.4%	8.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.1%	1.6%	0.5%	2.0%	1.9%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.8%	88.7%	93.0%	88.9%	92.4%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.5%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.1%	9.7%	5.9%	9.0%	5.7%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	16.5	16.5	15.4	13.9	13.8	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.7	19.4	18.1	16.4	16.8	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-3	9	6	10	3	-	-	-	-	-	
% Change in Educators	-2.6%	8.0%	5.0%	7.9%	2.2%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	78	153	-43	-54	25	-	-	-	-	-	
% Change in Enrollment	4.4%	8.3%	-2.1%	-2.8%	1.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.6%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.4%	5.0%	4.7%	5.1%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.7%	9.9%	10.2%	10.2%	13.6%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.9%	0.9%	0.8%	0.7%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	16.7%	16.7%	0.0%	14.3%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	40.5	40.3	40.5	40.6	40.4	43.3	43.5	43.6	43.7	43.9	
Average Experience	10.5	10.7	10.7	10.9	11.1	13.8	13.7	13.7	13.4	13.3	
Average Salary	28,668	28,833	29,606	30,632	30,142	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.1%	1.0%	1.0%	0.9%	0.9%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	74.5%	74.8%	75.0%	74.1%	74.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	18.1%	18.4%	17.6%	13.8%	12.2%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	2.5%	na	4.5%	2.7%	2.4%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.5%	3.0%	1.4%	2.2%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%	

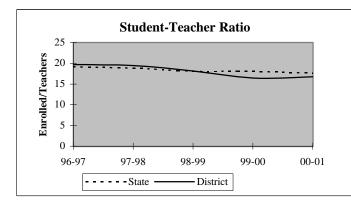
		Di	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	112	121	127	137	140		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	96	110	110	111	127		85.7%	90.9%	86.6%	81.0%	90.7%	
Newly Hired	16	11	17	26	13		14.3%	9.1%	13.4%	19.0%	9.3%	
Transfers In	1	1	1	1	2		6.3%	9.1%	5.9%	3.8%	15.4%	
Reentrants	4	4	6	10	2		25.0%	36.4%	35.3%	38.5%	15.4%	
First Time Educators	11	6	10	15	9		68.8%	54.5%	58.8%	57.7%	69.2%	
Total Exiting Next Year	2	11	16	10	-		1.8%	9.1%	12.6%	7.3%	-	
Transfers Out	1	3	5	3	-		50.0%	27.3%	31.3%	30.0%	-	
Leave Tennessee Educ	1	8	11	7	_		50.0%	72 7%	68 8%	70.0%	_	

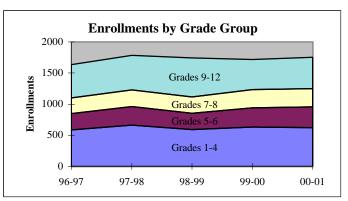
Dynamics Rates	District Rates									
District Attrition	1.8%	9.1%	12.6%	7.3%	-					
Transfers In/Out	1.00	0.33	0.20	0.33	-					

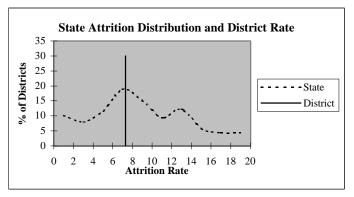
# District Report for: BLEDSOE COUNTY

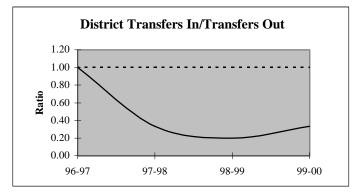
		Dist	rict Count	S		District Percentages				
Profile by Position	1996-97 19	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	112	121	127	137	140	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	6	7	6	5.4%	5.0%	4.7%	5.1%	4.3%
Professional Staff	12	12	13	14	19	10.7%	9.9%	10.2%	10.2%	13.6%
Total Teachers	94	103	108	116	115	83.9%	85.1%	85.0%	84.7%	82.1%
Special Education	17	19	19	16	14	18.1%	18.4%	17.6%	13.8%	12.2%
Pre-K & Kindergarten	11	10	10	9	11	11.7%	9.7%	9.3%	7.8%	9.6%
Elementary (1-4)	25	28	30	34	36	26.6%	27.2%	27.8%	29.3%	31.3%
Middle School (5-6)	8	10	10	14	14	8.5%	9.7%	9.3%	12.1%	12.2%
Jr. High (7-8)	6	9	12	16	12	6.4%	8.7%	11.1%	13.8%	10.4%
High School (9-12)	27	27	27	27	28	28.7%	26.2%	25.0%	23.3%	24.3%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	4	4	4	11.1%	14.8%	14.8%	14.8%	14.3%
Social Studies	4	4	4	3	4	14.8%	14.8%	14.8%	11.1%	14.3%
Foreign Language	1	0	1	1	1	3.7%	0.0%	3.7%	3.7%	3.6%
Mathematics	4	4	4	4	4	14.8%	14.8%	14.8%	14.8%	14.3%
Science	2	3	3	3	3	7.4%	11.1%	11.1%	11.1%	10.7%
Vocational Education	10	10	9	8	8	37.0%	37.0%	33.3%	29.6%	28.6%
Other High School	3	2	2	4	4	11.1%	7.4%	7.4%	14.8%	14.3%

Total Enrollments	1,848	2,001	1,958	1,904	1,929	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	165	159	170	147	145	8.9%	7.9%	8.7%	7.7%	7.5%
Grades 1-4	587	664	591	633	621	31.8%	33.2%	30.2%	33.2%	32.2%
Grades 5-6	260	297	262	308	336	14.1%	14.8%	13.4%	16.2%	17.4%
Grades 7-8	252	270	263	291	292	13.6%	13.5%	13.4%	15.3%	15.1%
Grades 9-12	537	551	629	484	502	29.1%	27.5%	32.1%	25.4%	26.0%
Ungraded	47	60	43	41	33	2.5%	3.0%	2.2%	2.2%	1.7%









		Dis	trict Cou	nts		District Percentages				
Profile by	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender				-/// 00	_555 01	-// 0 //	-//, /0			2000 01
Administrative	5	5	5	6	5	4.6%	4.3%	4.1%	4.5%	3.6%
White - Females	1	1	0	1	1	20.0%	20.0%	0.0%	16.7%	20.0%
White - Males	4	4	5	5	4	80.0%	80.0%	100.0%	83.3%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	12	13	14	19	11.0%	10.3%	10.6%	10.4%	13.8%
White - Females	8	8	9	11	15	66.7%	66.7%	69.2%	78.6%	78.9%
White - Males	4	4	4	3	4	33.3%	33.3%	30.8%	21.4%	21.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	92	100	105	114	114	84.4%	85.5%	85.4%	85.1%	82.6%
White - Females	68	74	78	84	84	73.9%	74.0%	74.3%	73.7%	73.7%
White - Males	23	25	26	29	29	25.0%	25.0%	24.8%	25.4%	25.4%
Black - Females	1	1	1	1	1	1.1%	1.0%	1.0%	0.9%	0.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dis	trict Cou	nts			Distr	ict Percenta	nges	
Teachers by Age Group	1996-97 1		1998-99		2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	3	1	5	3	2.4%	3.4%	1.1%	5.2%	3.1%
25-29	9	12	15	11	16	11.0%	13.5%	16.1%	11.5%	16.3%
30-34	14	12	12	13	11	17.1%	13.5%	12.9%	13.5%	11.2%
35-39	9	14	14	16	18	11.0%	15.7%	15.1%	16.7%	18.4%
40-45	21	19	19	15	14	25.6%	21.3%	20.4%	15.6%	14.3%
45-49	11	11	12	15	17	13.4%	12.4%	12.9%	15.6%	17.3%
50-54	9	12	13	13	8	11.0%	13.5%	14.0%	13.5%	8.2%
55+	7	6	7	8	11	8.5%	6.7%	7.5%	8.3%	11.2%
Average Age	40.5	40.3	40.5	40.6	40.4					
Experience Distribution		Dis	trict Cou	nts			Distr	ict Percenta	ages	
Teachers by Experience	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	27	28	31	32	26	28.7%	27.2%	28.7%	27.6%	22.6%
4-7 Years	18	20	19	21	24	19.1%	19.4%	17.6%	18.1%	20.9%
8-11 Years	11	15	15	16	22	11.7%	14.6%	13.9%	13.8%	19.1%
12-15 Years	7	7	9	11	9	7.4%	6.8%	8.3%	9.5%	7.8%
16-19 Years	12	14	15	10	7	12.8%	13.6%	13.9%	8.6%	6.1%
20 - Vanna	10	10	10	26	27	20.20/	10 40/	17 (0)	22 40/	22 50/

20+ Years

Average Experience

26

10.9

19

10.7

27

11.1

20.2%

18.4%

17.6%

19

10.7

19

10.5

23.5%

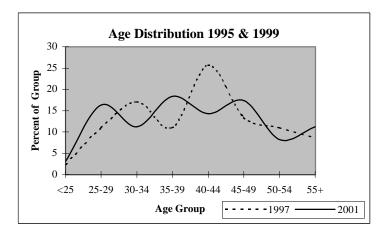
22.4%

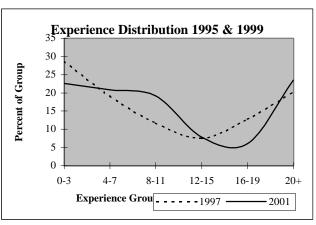
		District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00 2	2000-01	1	996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	2	11	16	10	-		1.8%	9.1%	12.6%	7.3%	-		
Attrition from Transfers	1	3	5	3	-	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0.9%	2.5%	3.9%	2.2%	-		
Attrition from Exits	1	8	11	7	-		0.9%	6.6%	8.7%	5.1%	=		
Teacher Attrition	2	10	14	10	-		2.1%	9.7%	13.0%	8.6%	=		
Attrition from Transfers	1	3	4	3	-		1.1%	2.9%	3.7%	2.6%	-		
Attrition from Exits	1	7	10	7	-		1.1%	6.8%	9.3%	6.0%	-		
District Retention													
<b>Educator Retention</b>	110	110	111	127	-		98.2%	90.9%	87.4%	92.7%	-		
Teacher Retention	92	93	94	106	-		97.9%	90.3%	87.0%	91.4%	-		

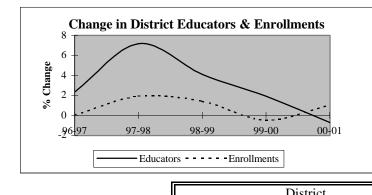
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	76.0%	6.0%	18.0%
1 Year of Experience	87.1%	9.7%	3.2%
2 Years of Experience	70.6%	5.9%	23.5%
3 Years of Experience	96.3%	3.7%	0.0%
4 Years of Experience	96.0%	0.0%	4.0%
5 Years of Experience	100.0%	0.0%	0.0%

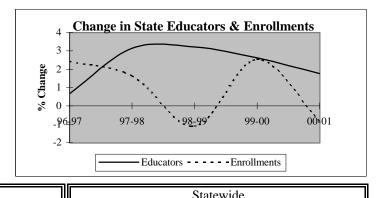
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	16.5%	16.1%	22.3%	20.1%	22.7%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	12.8%	12.9%	17.3%	12.2%	12.1%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.7%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	86.6%	91.7%	87.4%	81.8%	88.6%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.7%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	13.4%	8.3%	12.6%	18.2%	10.0%		8.6%	9.3%	9.4%	11.0%	10.3%









District 996-97 1997-98 1998-99 1999-00 2000							Statewide		
70 71 1	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
					<u>, ————————————————————————————————————</u>		<u> </u>		
17.9	17.0	16.6	16.2	16.5	16.4	16.2	15.5	15.5	15.1
20.9	19.6	19.1	19.0	19.4	19.2	18.8	18.1	18.0	17.6
14	44	27	13	-5	-	-	-	-	-
2.3%	7.2%	4.1%	1.9%	-0.7%	0.7%	3.1%	3.2%	2.6%	1.8%
2	211	156	-57	113	-	-	-	-	-
0.0%	1.9%	1.4%	-0.5%	1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
0.5%	0.8%	1.0%	1.4%	7.1%	0.7%	0.7%	0.7%	0.7%	6.9%
4.4%	4.3%	3.8%	4.2%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
9.9%	9.0%	9.6%	10.7%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%
1.4%	1.6%	1.4%	1.7%	2.3%	12.1%	12.3%	12.4%	12.6%	12.8%
0.0%	0.0%	0.0%	3.4%	3.3%	16.8%	17.2%	16.7%	17.1%	17.7%
25.9%	25.0%	26.9%	37.9%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%
44.3	43.2	44.2	44.5	44.4	43.3	43.5	43.6	43.7	43.9
15.1	13.9	14.5	14.6	13.9	13.8	13.7	13.7	13.4	13.3
35,826	35,861	38,004	39,208	38,963	33,907	34,370	35,839	36,884	36,619
1.2%	1.5%	1.2%	1.6%	2.2%	12.0%	12.1%	12.3%	12.5%	12.6%
73.6%	74.1%	73.9%	73.2%	74.3%	79.2%	79.4%	79.4%	79.4%	79.6%
10.5%	12.4%	11.8%	10.8%	11.6%	10.9%	10.8%	10.9%	10.8%	10.7%
2.3%	na	2.4%	2.7%	2.9%	26.0%	na	26.5%	27.3%	27.7%
1.5%	1.4%	1.3%	2.2%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%
2 3: 7	17.9 20.9 14 2.3% 2 0.0% 0.5% 4.4% 9.9% 1.4% 0.0% 5.9% 44.3 15.1 5,826 1.2% 3.6% 0.5%	17.9 17.0 20.9 19.6 14 44 2.3% 7.2% 2 211 0.0% 1.9% 0.5% 0.8% 4.4% 4.3% 9.9% 9.0% 1.4% 1.6% 0.0% 0.0% 5.9% 25.0% 44.3 43.2 15.1 13.9 5,826 35,861 1.2% 1.5% 3.6% 74.1% 0.5% 12.4% 2.3% na	17.9 17.0 16.6 20.9 19.6 19.1 14 44 27 2.3% 7.2% 4.1% 2 211 156 0.0% 1.9% 1.4%  0.5% 0.8% 1.0% 4.4% 4.3% 3.8% 9.9% 9.0% 9.6% 1.4% 1.6% 1.4% 0.0% 0.0% 0.0% 5.9% 25.0% 26.9%  44.3 43.2 44.2 15.1 13.9 14.5 5,826 35,861 38,004 1.2% 1.5% 1.2% 23.6% 74.1% 73.9% 0.5% 12.4% 11.8%  2.3% na 2.4%	17.9 17.0 16.6 16.2 20.9 19.6 19.1 19.0 14 44 27 13 2.3% 7.2% 4.1% 1.9% 2 211 156 -57 0.0% 1.9% 1.4% -0.5% 0.5% 0.8% 1.0% 1.4% 4.4% 4.3% 3.8% 4.2% 9.9% 9.0% 9.6% 10.7% 1.4% 1.6% 1.4% 1.7% 0.0% 0.0% 0.0% 3.4% 5.9% 25.0% 26.9% 37.9% 44.3 43.2 44.2 44.5 15.1 13.9 14.5 14.6 5,826 35,861 38,004 39,208 1.2% 1.5% 1.2% 1.6% 3.6% 74.1% 73.9% 73.2% 0.5% 12.4% 11.8% 10.8% 2.3% na 2.4% 2.7%	17.9 17.0 16.6 16.2 16.5 20.9 19.6 19.1 19.0 19.4 14 44 27 13 -5 2.3% 7.2% 4.1% 1.9% -0.7% 2 211 156 -57 113 0.0% 1.9% 1.4% -0.5% 1.0% 1.4% 7.1% 4.4% 4.3% 3.8% 4.2% 4.3% 9.9% 9.0% 9.6% 10.7% 11.0% 1.4% 1.6% 1.4% 1.7% 2.3% 0.0% 0.0% 0.0% 3.4% 3.3% 5.9% 25.0% 26.9% 37.9% 50.0% 44.3 43.2 44.2 44.5 44.4 15.1 13.9 14.5 14.6 13.9 5,826 35,861 38,004 39,208 38,963 1.2% 1.5% 1.2% 1.6% 2.2% 23.6% 74.1% 73.9% 73.2% 74.3% 0.5% 12.4% 11.8% 10.8% 11.6% 2.3% 10.5% 12.4% 11.8% 10.8% 11.6% 2.3%	17.9       17.0       16.6       16.2       16.5       16.4         20.9       19.6       19.1       19.0       19.4       19.2         14       44       27       13       -5       -         2.3%       7.2%       4.1%       1.9%       -0.7%       0.7%         2       211       156       -57       113       -         0.0%       1.9%       1.4%       -0.5%       1.0%       2.4%         0.5%       0.8%       1.0%       1.4%       7.1%       0.7%         4.4%       4.3%       3.8%       4.2%       4.3%       4.5%         9.9%       9.0%       9.6%       10.7%       11.0%       9.6%         1.4%       1.6%       1.4%       1.7%       2.3%       12.1%         0.0%       0.0%       3.4%       3.3%       16.8%         5.9%       25.0%       26.9%       37.9%       50.0%       36.3%         44.3       43.2       44.2       44.5       44.4       43.3         15.1       13.9       14.5       14.6       13.9       13.8         5,826       35,861       38,004       39,208       38,963	17.9 17.0 16.6 16.2 16.5 16.4 16.2 20.9 19.6 19.1 19.0 19.4 19.2 18.8 14 44 27 13 -5 23.3% 7.2% 4.1% 1.9% -0.7% 0.7% 3.1% 2 211 156 -57 113 0.0% 1.9% 1.4% -0.5% 1.0% 2.4% 1.6% 0.5% 0.8% 1.0% 1.4% 7.1% 0.7% 0.7% 4.4% 4.3% 3.8% 4.2% 4.3% 4.5% 4.5% 9.9% 9.0% 9.6% 10.7% 11.0% 9.6% 9.5% 1.4% 1.6% 1.4% 1.7% 2.3% 12.1% 12.3% 0.0% 0.0% 0.0% 3.4% 3.3% 16.8% 17.2% 5.9% 25.0% 26.9% 37.9% 50.0% 36.3% 37.4% 44.3 43.2 44.2 44.5 44.4 43.3 43.5 15.1 13.9 14.5 14.6 13.9 13.8 13.7 5,826 35,861 38,004 39,208 38,963 33,907 34,370 1.2% 1.5% 1.2% 1.6% 2.2% 12.0% 12.1% 3.6% 74.1% 73.9% 73.2% 74.3% 79.2% 79.4% 0.5% 12.4% 11.8% 10.8% 11.6% 10.9% 10.8% 2.3% na 2.4% 2.7% 2.9% 26.0% na	17.9 17.0 16.6 16.2 16.5 16.4 16.2 15.5 20.9 19.6 19.1 19.0 19.4 19.2 18.8 18.1 14 44 27 13 -5 20.3% 7.2% 4.1% 1.9% -0.7% 0.7% 3.1% 3.2% 2 211 156 -57 113 0.0% 1.9% 1.4% -0.5% 1.0% 2.4% 1.6% -1.1% 0.5% 0.8% 1.0% 1.4% 7.1% 0.7% 0.7% 0.7% 4.4% 4.3% 3.8% 4.2% 4.3% 4.5% 4.5% 4.4% 9.9% 9.0% 9.6% 10.7% 11.0% 9.6% 9.5% 9.6% 1.4% 1.6% 1.4% 1.7% 2.3% 12.1% 12.3% 12.4% 0.0% 0.0% 0.0% 3.4% 3.3% 16.8% 17.2% 16.7% 5.9% 25.0% 26.9% 37.9% 50.0% 36.3% 37.4% 38.6% 44.3 43.2 44.2 44.5 44.4 43.3 43.5 43.6 15.1 13.9 14.5 14.6 13.9 13.8 13.7 13.7 5.826 35.861 38.004 39.208 38.963 33.907 34.370 35.839 12.% 1.5% 1.2% 1.6% 2.2% 12.0% 12.1% 12.3% 13.4% 3.6% 74.1% 73.9% 73.2% 74.3% 79.2% 79.4% 79.4% 0.5% 12.4% 11.8% 10.8% 11.6% 10.9% 10.8% 10.9% 2.3% na 2.4% 2.7% 2.9% 26.0% na 26.5%	17.9 17.0 16.6 16.2 16.5 16.4 16.2 15.5 15.5 20.9 19.6 19.1 19.0 19.4 19.2 18.8 18.1 18.0 14 44 27 13 -5 2.3% 7.2% 4.1% 1.9% -0.7% 0.7% 3.1% 3.2% 2.6% 2 211 156 -57 113 0.0% 1.9% 1.4% -0.5% 1.0% 2.4% 1.6% -1.1% 2.5% 0.5% 0.8% 1.0% 1.4% 7.1% 0.7% 0.7% 0.7% 0.7% 0.7% 4.4% 4.3% 3.8% 4.2% 4.3% 4.5% 4.5% 4.4% 4.4% 9.9% 9.0% 9.6% 10.7% 11.0% 9.6% 9.5% 9.6% 9.6% 1.4% 1.6% 1.4% 1.7% 2.3% 12.1% 12.3% 12.4% 12.6% 0.0% 0.0% 0.0% 3.4% 3.3% 16.8% 17.2% 16.7% 17.1% 5.9% 25.0% 26.9% 37.9% 50.0% 36.3% 37.4% 38.6% 40.6% 44.3 43.2 44.2 44.5 44.4 43.3 43.5 43.6 43.7 15.1 13.9 14.5 14.6 13.9 13.8 13.7 13.7 13.4 5,826 35,861 38,004 39,208 38,963 33,907 34,370 35,839 36,884 1.2% 1.5% 1.2% 1.5% 1.2% 1.6% 2.2% 12.0% 12.1% 12.3% 12.3% 12.5% 36.6% 74.1% 73.9% 73.2% 74.3% 79.2% 79.4% 79.4% 79.4% 0.5% 12.4% 11.8% 10.8% 11.6% 10.9% 10.8% 10.9% 10.8% 2.3% na 2.4% 2.7% 2.9% 26.0% na 26.5% 27.3%

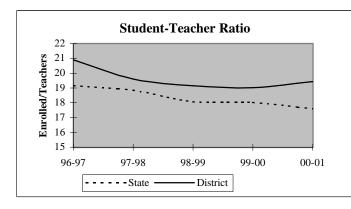
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	614	658	685	698	693	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	562	575	618	627	619	91.5%	87.4%	90.2%	89.8%	89.3%	
Newly Hired	52	83	67	71	74	8.5%	12.6%	9.8%	10.2%	10.7%	
Transfers In	9	13	10	23	26	17.3%	15.7%	14.9%	32.4%	35.1%	
Reentrants	26	23	25	29	19	50.0%	27.7%	37.3%	40.8%	25.7%	
First Time Educators	17	47	32	19	29	32.7%	56.6%	47.8%	26.8%	39.2%	
Total Exiting Next Year	39	40	58	79	-	6.4%	6.1%	8.5%	11.3%	=	
Transfers Out	5	13	15	12	-	12.8%	32.5%	25.9%	15.2%	-	
Leave Tennessee Educ.	34	27	43	67	-	87.2%	67.5%	74.1%	84.8%	-	

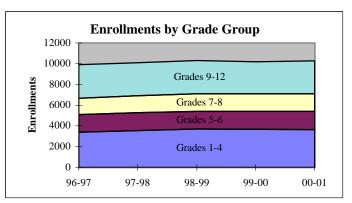
Dynamics Rates	District Rates									
District Attrition	6.4%	6.1%	8.5%	11.3%	-					
Transfers In/Out	1.80	1.00	0.67	1.92	-					

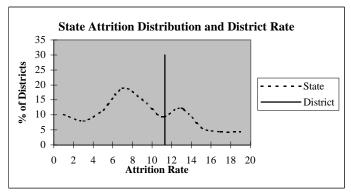
# District Report for: BLOUNT COUNTY

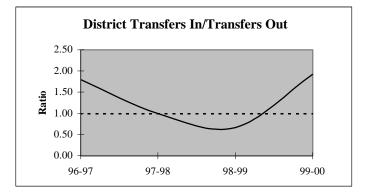
		Distr	rict Counts	S		District Percentages					
Profile by Position	1996-97	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	614	658	685	698	693	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	27	28	26	29	30	4.4%	4.3%	3.8%	4.2%	4.3%	
Professional Staff	61	59	66	75	76	9.9%	9.0%	9.6%	10.7%	11.0%	
Total Teachers	526	571	593	594	587	85.7%	86.8%	86.6%	85.1%	84.7%	
Special Education	55	71	70	64	68	10.5%	12.4%	11.8%	10.8%	11.6%	
Pre-K & Kindergarten	41	47	46	49	52	7.8%	8.2%	7.8%	8.2%	8.9%	
Elementary (1-4)	170	180	187	201	190	32.3%	31.5%	31.5%	33.8%	32.4%	
Middle School (5-6)	63	66	67	69	68	12.0%	11.6%	11.3%	11.6%	11.6%	
Jr. High (7-8)	56	56	64	59	64	10.6%	9.8%	10.8%	9.9%	10.9%	
High School (9-12)	141	151	159	152	145	26.8%	26.4%	26.8%	25.6%	24.7%	
Business	5	4	4	4	4	3.5%	2.6%	2.5%	2.6%	2.8%	
Language Arts	18	17	17	20	18	12.8%	11.3%	10.7%	13.2%	12.4%	
Social Studies	15	16	17	18	18	10.6%	10.6%	10.7%	11.8%	12.4%	
Foreign Language	8	6	7	8	7	5.7%	4.0%	4.4%	5.3%	4.8%	
Mathematics	18	19	20	22	21	12.8%	12.6%	12.6%	14.5%	14.5%	
Science	19	16	16	19	18	13.5%	10.6%	10.1%	12.5%	12.4%	
Vocational Education	35	36	37	38	36	24.8%	23.8%	23.3%	25.0%	24.8%	
Other High School	23	37	41	23	23	16.3%	24.5%	25.8%	15.1%	15.9%	

Total Enrollments	10,987	11,198	11,354	11,297	11,410	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	918	963	861	879	867	8.4%	8.6%	7.6%	7.8%	7.6%
Grades 1-4	3,402	3,558	3,690	3,679	3,653	31.0%	31.8%	32.5%	32.6%	32.0%
Grades 5-6	1,682	1,707	1,704	1,722	1,742	15.3%	15.2%	15.0%	15.2%	15.3%
Grades 7-8	1,572	1,640	1,715	1,703	1,703	14.3%	14.6%	15.1%	15.1%	14.9%
Grades 9-12	3,251	3,169	3,196	3,066	3,183	29.6%	28.3%	28.1%	27.1%	27.9%
Ungraded	162	161	188	248	262	1.5%	1.4%	1.7%	2.2%	2.3%









		Dist	rict Cour	nts			Distr	rict Percenta	ages	
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender								<u></u>		
Administrative	27	28	26	29	30	4.6%	4.4%	4.0%	4.4%	4.6%
White - Females	7	7	7	10	14	25.9%	25.0%	26.9%	34.5%	46.7%
White - Males	20	21	19	18	15	74.1%	75.0%	73.1%	62.1%	50.0%
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	3.4%	3.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	61	59	64	69	71	10.3%	9.3%	9.8%	10.6%	10.9%
White - Females	50	49	51	58	52	82.0%	83.1%	79.7%	84.1%	73.2%
White - Males	9	8	11	10	17	14.8%	13.6%	17.2%	14.5%	23.9%
Black - Females	2	2	2	1	2	3.3%	3.4%	3.1%	1.4%	2.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	504	545	562	556	548	85.1%	86.2%	86.2%	85.0%	84.4%
White - Females	370	403	419	412	410	73.4%	73.9%	74.6%	74.1%	74.8%
White - Males	128	134	136	135	126	25.4%	24.6%	24.2%	24.3%	23.0%
Black - Females	2	4	3	4	8	0.4%	0.7%	0.5%	0.7%	1.5%
Black - Males	2	2	2	3	1	0.4%	0.4%	0.4%	0.5%	0.2%
Other - Females	2	2	2	2	2	0.4%	0.4%	0.4%	0.4%	0.4%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.2%
Age Distribution		Dist	rict Cour	nts			Distr	rict Percenta	ages	
Teachers by Age Group	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	12	8	1	5	0.6%	2.3%	1.5%	0.2%	1.1%
25-29	37	57	48	44	41	7.7%	11.1%	9.1%	8.7%	8.7%
30-34	51	51	62	68	55	10.6%	9.9%	11.8%	13.4%	11.6%
35-39	36	37	39	40	47	7.5%	7.2%	7.4%	7.9%	9.9%
40-45	98	91	79	67	55	20.3%	17.7%	15.0%	13.2%	11.6%
45-49	108	118	115	105	98	22.4%	23.0%	21.9%	20.8%	20.7%
50-54	83	81	96	108	107	17.2%	15.8%	18.3%	21.3%	22.6%
55+	66	67	78	73	65	13.7%	13.0%	14.9%	14.4%	13.7%
Average Age	44.3	43.2	44.2	44.5	44.4					
Experience Distribution		Dist	rict Cour	nts			Distr	rict Percenta	ages	
Teachers by Experience	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	82	124	118	106	107	15.6%	21.7%	19.9%	17.8%	18.2%
4-7 Years	66	69	77	96	116	12.5%	12.1%	13.0%	16.2%	19.8%
8-11 Years	59	61	66	65	58	11.2%	10.7%	11.1%	10.9%	9.9%
12-15 Years	42	50	50	54	59	8.0%	8.8%	8.4%	9.1%	10.1%
16-19 Years	87	72	56	42	39	16.5%	12.6%	9.4%	7.1%	6.6%

Average Experience

15.1

13.9

14.6

13.9

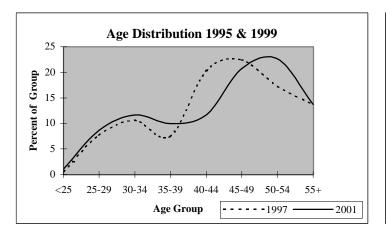
14.5

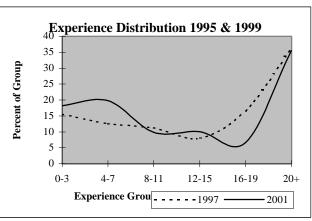
		Di	strict Cou	nts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-9	97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	39	40	58	79	-	6.4	4%	6.1%	8.5%	11.3%	-
Attrition from Transfers	5	13	15	12	-	0.0	3%	2.0%	2.2%	1.7%	-
Attrition from Exits	34	27	43	67	-	5.5	5%	4.1%	6.3%	9.6%	-
Teacher Attrition	33	39	49	63	-	6.3	3%	6.8%	8.3%	10.6%	-
Attrition from Transfers	5	13	14	9	-	1.0	)%	2.3%	2.4%	1.5%	-
Attrition from Exits	28	26	35	54	-	5.3	3%	4.6%	5.9%	9.1%	-
District Retention											
<b>Educator Retention</b>	575	618	627	619	-	93.6	5%	93.9%	91.5%	88.7%	-
Teacher Retention	493	532	544	531	-	93.7	7%	93.2%	91.7%	89.4%	-

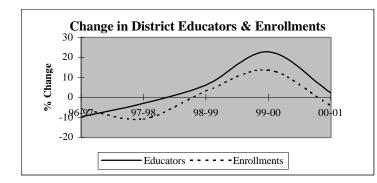
Teacher Retention	D	District Rates							
5 Year Average Retention Rate	Retained	Transfer	Attrition						
New Entrants	67.7%	16.2%	16.2%						
1 Year of Experience	89.2%	3.1%	7.7%						
2 Years of Experience	94.3%	1.6%	4.1%						
3 Years of Experience	89.2%	1.7%	9.2%						
4 Years of Experience	94.9%	3.0%	2.0%						
5 Years of Experience	93.8%	0.0%	6.2%						

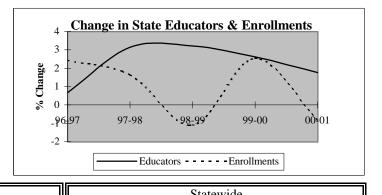
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ct Percent	ages		-	Statew	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	6.6%	8.9%	12.1%	13.9%	16.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.0%	5.0%	7.6%	7.4%	7.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	0.5%	0.9%	1.0%	1.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.9%	88.9%	90.8%	91.5%	91.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.0%	10.6%	8.3%	7.3%	7.6%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	14.6	13.4	13.1	12.1	11.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.0	15.5	15.3	13.5	12.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-11	-3	6	24	3	-	-	-	-	-
% Change in Educators	-9.7%	-2.9%	6.1%	22.9%	2.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-91	-163	42	188	-64	-	-	-	-	-
% Change in Enrollment:	-5.7%	-10.9%	3.2%	13.7%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	2.0%	3.0%	1.9%	1.6%	3.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	5.1%	4.8%	3.1%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.8%	8.1%	9.5%	7.0%	6.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	13.9%	13.3%	12.6%	12.7%	12.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	20.0%	20.0%	20.0%	25.0%	14.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	20.0%	0.0%	0.0%	25.0%	42.9%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	43.0	43.3	40.7	41.2	43.3	43.5	43.6	43.7	43.9
Average Experience	15.4	15.3	15.2	12.1	11.6	13.8	13.7	13.7	13.4	13.3
Average Salary	41,975	42,093	43,674	41,029	40,132	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	14.9%	14.1%	13.6%	13.3%	13.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	67.0%	67.4%	67.8%	67.2%	67.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.1%	7.0%	7.8%	8.6%	8.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	28.5%	na	27.5%	27.6%	27.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.6%	0.2%	0.6%	1.2%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

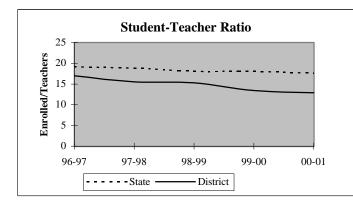
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	102	99	105	129	132		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	97	91	94	101	103		95.1%	91.9%	89.5%	78.3%	78.0%
Newly Hired	5	8	11	28	29		4.9%	8.1%	10.5%	21.7%	22.0%
Transfers In	1	4	1	1	0		20.0%	50.0%	9.1%	3.6%	0.0%
Reentrants	4	4	8	2	4		80.0%	50.0%	72.7%	7.1%	13.8%
First Time Educators	0	0	2	25	25		0.0%	0.0%	18.2%	89.3%	86.2%
Total Exiting Next Year	11	5	4	26	-	I	10.8%	5.1%	3.8%	20.2%	-
Transfers Out	4	0	0	12	-		36.4%	0.0%	0.0%	46.2%	-
Leave Tennessee Educ.	7	5	4	14	-		63.6%	100.0%	100.0%	53.8%	-

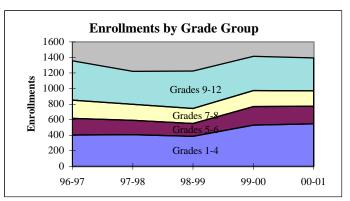
Dynamics Rates	District Rates						
District Attrition	10.8%	5.1%	3.8%	20.2%	=		
Transfers In/Out	0.25	nc	nc	0.08	-		

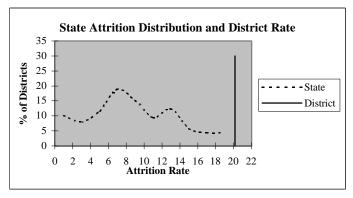
# District Report for: ALCOA

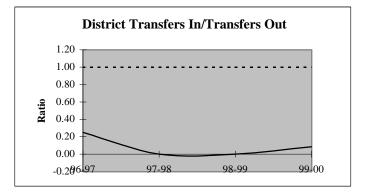
	District Counts					District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	102	99	105	129	132	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	5	5	5	4	7	4.9%	5.1%	4.8%	3.1%	5.3%
Professional Staff	9	8	10	9	9	8.8%	8.1%	9.5%	7.0%	6.8%
Total Teachers	88	86	90	116	116	86.3%	86.9%	85.7%	89.9%	87.9%
Special Education	8	6	7	10	10	9.1%	7.0%	7.8%	8.6%	8.6%
Pre-K & Kindergarten	6	6	6	8	5	6.8%	7.0%	6.7%	6.9%	4.3%
Elementary (1-4)	29	29	31	39	43	33.0%	33.7%	34.4%	33.6%	37.1%
Middle School (5-6)	11	11	11	15	14	12.5%	12.8%	12.2%	12.9%	12.1%
Jr. High (7-8)	10	11	11	15	13	11.4%	12.8%	12.2%	12.9%	11.2%
High School (9-12)	24	23	24	29	31	27.3%	26.7%	26.7%	25.0%	26.7%
Business	0	0	1	2	2	0.0%	0.0%	4.2%	6.9%	6.5%
Language Arts	4	3	3	5	5	16.7%	13.0%	12.5%	17.2%	16.1%
Social Studies	3	3	2	2	3	12.5%	13.0%	8.3%	6.9%	9.7%
Foreign Language	1	1	1	2	2	4.2%	4.3%	4.2%	6.9%	6.5%
Mathematics	3	4	3	4	4	12.5%	17.4%	12.5%	13.8%	12.9%
Science	3	3	3	3	3	12.5%	13.0%	12.5%	10.3%	9.7%
Vocational Education	3	4	3	2	2	12.5%	17.4%	12.5%	6.9%	6.5%
Other High School	7	5	8	9	10	29.2%	21.7%	33.3%	31.0%	32.3%
Total Enrollments	1,494	1,331	1,373	1,561	1,497	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	1,494	1,331	1,373	1,561	1,497	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	109	105	122	129	95	7.3%	7.9%	8.9%	8.3%	6.3%
Grades 1-4	404	406	386	529	547	27.0%	30.5%	28.1%	33.9%	36.5%
Grades 5-6	215	188	167	242	226	14.4%	14.1%	12.2%	15.5%	15.1%
Grades 7-8	232	206	193	202	197	15.5%	15.5%	14.1%	12.9%	13.2%
Grades 9-12	507	423	478	441	424	33.9%	31.8%	34.8%	28.3%	28.3%
Ungraded	27	3	27	18	8	1.8%	0.2%	2.0%	1.2%	0.5%









	District Counts					District Percentages				
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	5	5	5	4	7	5.0%	5.1%	4.9%	3.2%	5.5%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	25.0%	28.6%
White - Males	4	4	4	2	4	80.0%	80.0%	80.0%	50.0%	57.1%
Black - Females	1	0	0	0	1	20.0%	0.0%	0.0%	0.0%	14.3%
Black - Males	0	1	1	1	0	0.0%	20.0%	20.0%	25.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	8	10	9	9	8.9%	8.2%	9.7%	7.1%	7.0%
White - Females	6	6	7	6	8	66.7%	75.0%	70.0%	66.7%	88.9%
White - Males	3	2	3	3	1	33.3%	25.0%	30.0%	33.3%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	$0 \\ 0$	$0 \\ 0$	0	0.0% 0.0%	0.0% 0.0%	0.0% 0.0%	0.0% 0.0%	0.0% 0.0%
Teachers	87	85	88	113	112	86.1%	86.7%	85.4%	89.7%	87.5%
White - Females	48	47	50	64	64	55.2%	55.3%	56.8%	56.6%	57.1%
White - Males	26	26	26	34	33	29.9%	30.6%	29.5%	30.1%	29.5%
Black - Females	8	8	8	11	10	9.2%	9.4%	9.1%	9.7%	8.9%
Black - Males	3	2	2	2	2	3.4%	2.4%	2.3%	1.8%	1.8%
Other - Females	2	2	2	2	2	2.3%	2.4%	2.3%	1.8%	1.8%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
	<u> </u>									
Age Distribution			ict Count			District Percentages				
Teachers by Age Group	<u> </u>		998-99 1	999-00 2		1996-97	1997-98		1999-00	2000-01
Up to 24	0	0	1	11	9	0.0%	0.0%	1.2%	10.4%	9.1%
25-29	5									
30-34		4	4	9	8	5.9%	4.8%	4.7%	8.5%	8.1%
30-34	12	11	10	13	12	14.1%	13.1%	11.6%	12.3%	12.1%
35-39	12 14	11 16	10 16	13 18	12 16	14.1% 16.5%	13.1% 19.0%	11.6% 18.6%	12.3% 17.0%	12.1% 16.2%
35-39 40-45	12 14 15	11 16 16	10 16 18	13 18 11	12 16 12	14.1% 16.5% 17.6%	13.1% 19.0% 19.0%	11.6% 18.6% 20.9%	12.3% 17.0% 10.4%	12.1% 16.2% 12.1%
35-39 40-45 45-49	12 14 15 19	11 16 16 16	10 16 18 13	13 18 11 18	12 16 12 15	14.1% 16.5% 17.6% 22.4%	13.1% 19.0% 19.0% 19.0%	11.6% 18.6% 20.9% 15.1%	12.3% 17.0% 10.4% 17.0%	12.1% 16.2% 12.1% 15.2%
35-39 40-45 45-49 50-54	12 14 15 19 13	11 16 16 16 13	10 16 18 13 17	13 18 11 18 19	12 16 12 15 19	14.1% 16.5% 17.6% 22.4% 15.3%	13.1% 19.0% 19.0% 19.0% 15.5%	11.6% 18.6% 20.9% 15.1% 19.8%	12.3% 17.0% 10.4% 17.0% 17.9%	12.1% 16.2% 12.1% 15.2% 19.2%
35-39 40-45 45-49	12 14 15 19	11 16 16 16	10 16 18 13	13 18 11 18	12 16 12 15	14.1% 16.5% 17.6% 22.4%	13.1% 19.0% 19.0% 19.0%	11.6% 18.6% 20.9% 15.1%	12.3% 17.0% 10.4% 17.0%	12.1% 16.2% 12.1% 15.2%
35-39 40-45 45-49 50-54	12 14 15 19 13	11 16 16 16 13	10 16 18 13 17	13 18 11 18 19	12 16 12 15 19	14.1% 16.5% 17.6% 22.4% 15.3%	13.1% 19.0% 19.0% 19.0% 15.5%	11.6% 18.6% 20.9% 15.1% 19.8%	12.3% 17.0% 10.4% 17.0% 17.9%	12.1% 16.2% 12.1% 15.2% 19.2%
35-39 40-45 45-49 50-54 55+	12 14 15 19 13 7	11 16 16 16 13 8	10 16 18 13 17 7	13 18 11 18 19 7	12 16 12 15 19 8	14.1% 16.5% 17.6% 22.4% 15.3%	13.1% 19.0% 19.0% 19.0% 15.5%	11.6% 18.6% 20.9% 15.1% 19.8%	12.3% 17.0% 10.4% 17.0% 17.9%	12.1% 16.2% 12.1% 15.2% 19.2%
35-39 40-45 45-49 50-54 55+ Average Age	12 14 15 19 13 7	11 16 16 16 13 8 43.0	10 16 18 13 17 7 43.3	13 18 11 18 19 7 40.7	12 16 12 15 19 8	14.1% 16.5% 17.6% 22.4% 15.3%	13.1% 19.0% 19.0% 19.0% 15.5% 9.5%	11.6% 18.6% 20.9% 15.1% 19.8% 8.1%	12.3% 17.0% 10.4% 17.0% 17.9% 6.6%	12.1% 16.2% 12.1% 15.2% 19.2%
35-39 40-45 45-49 50-54 55+ Average Age	12 14 15 19 13 7 42.9	11 16 16 16 13 8 43.0	10 16 18 13 17 7 43.3	13 18 11 18 19 7 40.7	12 16 12 15 19 8 41.2	14.1% 16.5% 17.6% 22.4% 15.3% 8.2%	13.1% 19.0% 19.0% 19.0% 15.5% 9.5%	11.6% 18.6% 20.9% 15.1% 19.8% 8.1%	12.3% 17.0% 10.4% 17.0% 17.9% 6.6%	12.1% 16.2% 12.1% 15.2% 19.2% 8.1%
35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience	12 14 15 19 13 7 42.9	11 16 16 16 13 8 43.0 Distr	10 16 18 13 17 7 43.3	13 18 11 18 19 7 40.7	12 16 12 15 19 8 41.2	14.1% 16.5% 17.6% 22.4% 15.3% 8.2%	13.1% 19.0% 19.0% 19.0% 15.5% 9.5%	11.6% 18.6% 20.9% 15.1% 19.8% 8.1%	12.3% 17.0% 10.4% 17.0% 17.9% 6.6%	12.1% 16.2% 12.1% 15.2% 19.2% 8.1%
35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience 0-3 Years	12 14 15 19 13 7 42.9	11 16 16 16 13 8 43.0 Distr	10 16 18 13 17 7 43.3	13 18 11 18 19 7 40.7	12 16 12 15 19 8 41.2	14.1% 16.5% 17.6% 22.4% 15.3% 8.2%	13.1% 19.0% 19.0% 19.0% 15.5% 9.5% Distr 1997-98	11.6% 18.6% 20.9% 15.1% 19.8% 8.1% ict Percenta	12.3% 17.0% 10.4% 17.0% 17.9% 6.6%	12.1% 16.2% 12.1% 15.2% 19.2% 8.1% 2000-01 31.9%
35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	12 14 15 19 13 7 42.9	11 16 16 16 13 8 43.0 Distr 997-98 1	10 16 18 13 17 7 43.3	13 18 11 18 19 7 40.7 ss 999-00 2 34 13	12 16 12 15 19 8 41.2	14.1% 16.5% 17.6% 22.4% 15.3% 8.2% 1996-97 8.0% 12.5%	13.1% 19.0% 19.0% 19.0% 15.5% 9.5%  Distr 1997-98	11.6% 18.6% 20.9% 15.1% 19.8% 8.1% ict Percenta 1998-99 12.2%	12.3% 17.0% 10.4% 17.0% 17.9% 6.6% 1999-00 29.3% 11.2%	12.1% 16.2% 12.1% 15.2% 19.2% 8.1% 2000-01 31.9% 11.2%
35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	12 14 15 19 13 7 42.9	11 16 16 16 13 8 43.0 Distr 997-98 1 8 12 13	10 16 18 13 17 7 43.3 Fict Count 998-99 1 11 11 12	13 18 11 18 19 7 40.7 s 999-00 2 34 13 12	12 16 12 15 19 8 41.2	14.1% 16.5% 17.6% 22.4% 15.3% 8.2% 1996-97 8.0% 12.5% 17.0%	13.1% 19.0% 19.0% 19.0% 15.5% 9.5%  Distr 1997-98 9.3% 14.0% 15.1%	11.6% 18.6% 20.9% 15.1% 19.8% 8.1% ict Percenta 1998-99 12.2% 12.2% 13.3%	12.3% 17.0% 10.4% 17.0% 17.9% 6.6% 1999-00 29.3% 11.2% 10.3%	12.1% 16.2% 12.1% 15.2% 19.2% 8.1% 2000-01 31.9% 11.2% 7.8%
35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	12 14 15 19 13 7 42.9	11 16 16 13 8 43.0 Distr 997-98 11 8 12 13 11	10 16 18 13 17 7 43.3 rict Count 998-99 1 11 11 12 15	13 18 11 18 19 7 40.7 s 999-00 2 34 13 12 14	12 16 12 15 19 8 41.2	14.1% 16.5% 17.6% 22.4% 15.3% 8.2% 1996-97 8.0% 12.5% 17.0% 13.6%	13.1% 19.0% 19.0% 19.0% 15.5% 9.5%  Distr 1997-98  9.3% 14.0% 15.1% 12.8%	11.6% 18.6% 20.9% 15.1% 19.8% 8.1%  ict Percenta 1998-99 12.2% 12.2% 13.3% 16.7%	12.3% 17.0% 10.4% 17.0% 17.9% 6.6%  1999-00 29.3% 11.2% 10.3% 12.1%	12.1% 16.2% 12.1% 15.2% 19.2% 8.1% 2000-01 31.9% 11.2% 7.8% 14.7%
35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	12 14 15 19 13 7 42.9	11 16 16 16 13 8 43.0 Distr 997-98 1 8 12 13	10 16 18 13 17 7 43.3 Fict Count 998-99 1 11 11 12	13 18 11 18 19 7 40.7 s 999-00 2 34 13 12	12 16 12 15 19 8 41.2	14.1% 16.5% 17.6% 22.4% 15.3% 8.2% 1996-97 8.0% 12.5% 17.0%	13.1% 19.0% 19.0% 19.0% 15.5% 9.5%  Distr 1997-98 9.3% 14.0% 15.1%	11.6% 18.6% 20.9% 15.1% 19.8% 8.1% ict Percenta 1998-99 12.2% 12.2% 13.3%	12.3% 17.0% 10.4% 17.0% 17.9% 6.6% 1999-00 29.3% 11.2% 10.3%	12.1% 16.2% 12.1% 15.2% 19.2% 8.1% 2000-01 31.9% 11.2% 7.8%

Average Experience

15.4

15.3

12.1

11.6

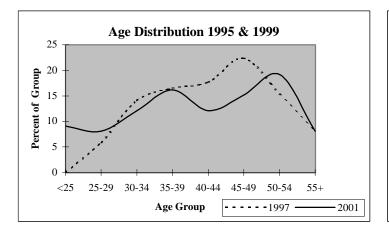
15.2

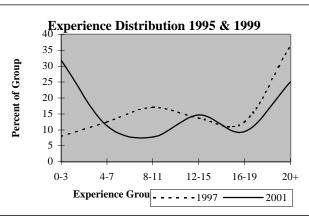
		Di	strict Cou	nts			District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	11	5	4	26	-	ľL	10.8%	5.1%	3.8%	20.2%	-
Attrition from Transfers	4	0	0	12	-		3.9%	0.0%	0.0%	9.3%	-
Attrition from Exits	7	5	4	14	-		6.9%	5.1%	3.8%	10.9%	-
Teacher Attrition	8	5	2	25	-		9.1%	5.8%	2.2%	21.6%	-
Attrition from Transfers	3	0	0	11	-		3.4%	0.0%	0.0%	9.5%	-
Attrition from Exits	5	5	2	14	-		5.7%	5.8%	2.2%	12.1%	-
District Retention											
<b>Educator Retention</b>	91	94	101	103	-		89.2%	94.9%	96.2%	79.8%	-
Teacher Retention	80	81	88	91	-		90.9%	94.2%	97.8%	78.4%	-
	_				-						•

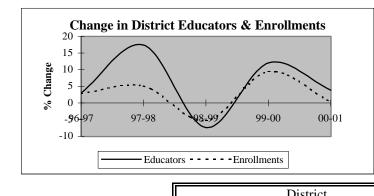
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	25.9%	40.7%	33.3%
1 Year of Experience	100.0%	0.0%	0.0%
2 Years of Experience	80.0%	0.0%	20.0%
3 Years of Experience	100.0%	0.0%	0.0%
4 Years of Experience	88.9%	0.0%	11.1%
5 Years of Experience	92.3%	7.7%	0.0%

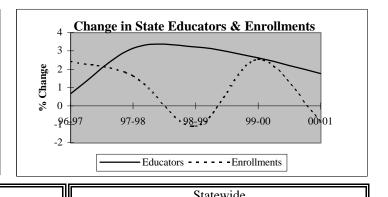
	Statewide Rates												
Retained	Transfer	Total	Attrition										
78.6%	5.3%	83.9%	16.1%										
84.3%	2.9%	87.2%	12.8%										
86.1%	2.7%	88.8%	11.2%										
87.3%	2.2%	89.6%	10.4%										
88.4%	2.1%	90.5%	9.5%										
89.6%	1.8%	91.4%	8.6%										

		Distri	ict Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	0.8%	4.8%	2.9%	6.2%	9.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.0%	0.0%	0.7%	0.8%	0.8%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.0%	1.0%	2.9%	0.8%	0.8%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.1%	94.9%	87.6%	78.3%	77.3%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.9%	4.0%	9.5%	20.9%	22.0%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s										
Student to Educator Ratio	14.9	13.4	13.7	13.3	12.9	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.3	15.1	15.8	15.4	14.8	19.2	18.8	18.1	18.0	17.6	
Change in Educators	8	48	-24	36	13	-	-	-	-	-	
% Change in Educators	3.0%	17.4%	-7.4%	12.0%	3.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	113	211	-232	386	17	-	-	-	-	-	
% Change in Enrollment:	2.8%	5.1%	-5.4%	9.4%	0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	4.3%	4.6%	5.7%	5.4%	8.6%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.3%	3.7%	4.3%	4.8%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.4%	8.0%	9.0%	8.6%	8.0%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.5%	2.3%	1.8%	1.6%	2.4%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	25.0%	25.0%	15.4%	25.0%	27.8%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.8	41.8	44.0	42.5	42.8	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.0	12.9	14.6	13.5	13.0	13.8	13.7	13.7	13.4	13.3	
Average Salary	36,772	36,067	40,800	40,592	40,845	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.8%	2.6%	2.1%	1.8%	2.8%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.6%	76.2%	74.6%	77.3%	78.2%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.1%	9.8%	10.8%	10.3%	12.2%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	6.2%	na	6.5%	6.1%	6.8%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.0%	3.1%	2.2%	2.8%	1.8%	1.7%	1.6%	1.8%	1.8%	1.8%	

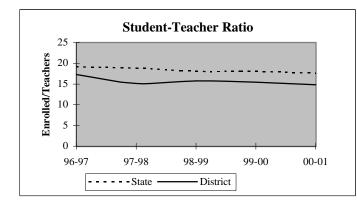
		Dis	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	276	324	300	336	349	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	260	260	277	280	288		94.2%	80.2%	92.3%	83.3%	82.5%
Newly Hired	16	64	23	56	61		5.8%	19.8%	7.7%	16.7%	17.5%
Transfers In	0	6	6	6	20		0.0%	9.4%	26.1%	10.7%	32.8%
Reentrants	13	12	12	18	12		81.3%	18.8%	52.2%	32.1%	19.7%
First Time Educators	3	46	5	32	29		18.8%	71.9%	21.7%	57.1%	47.5%
Total Exiting Next Year	16	47	20	48	-		5.8%	14.5%	6.7%	14.3%	=
Transfers Out	2	24	4	22	-		12.5%	51.1%	20.0%	45.8%	-
Leave Tennessee Educ.	14	23	16	26	_		87.5%	48 9%	80.0%	54.2%	_

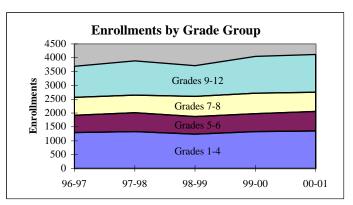
Dynamics Rates	District Rates									
District Attrition	5.8%	14.5%	6.7%	14.3%	-					
Transfers In/Out	0.00	0.25	1.50	0.27	-					

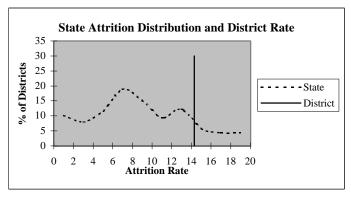
# District Report for: MARYVILLE

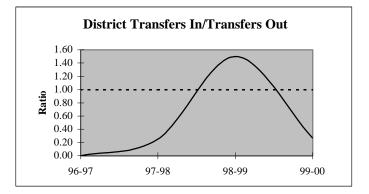
		District Counts					District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	276	324	300	336	349	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	12	12	13	16	18	4.3%	3.7%	4.3%	4.8%	5.2%		
Professional Staff	26	26	27	29	28	9.4%	8.0%	9.0%	8.6%	8.0%		
Total Teachers	238	286	260	291	303	86.2%	88.3%	86.7%	86.6%	86.8%		
Special Education	24	28	28	30	37	10.1%	9.8%	10.8%	10.3%	12.2%		
Pre-K & Kindergarten	16	18	17	26	18	6.7%	6.3%	6.5%	8.9%	5.9%		
Elementary (1-4)	87	109	91	102	107	36.6%	38.1%	35.0%	35.1%	35.3%		
Middle School (5-6)	26	31	23	23	32	10.9%	10.8%	8.8%	7.9%	10.6%		
Jr. High (7-8)	29	35	38	41	32	12.2%	12.2%	14.6%	14.1%	10.6%		
High School (9-12)	56	65	63	69	77	23.5%	22.7%	24.2%	23.7%	25.4%		
Business	2	3	3	2	3	3.6%	4.6%	4.8%	2.9%	3.9%		
Language Arts	9	9	9	9	11	16.1%	13.8%	14.3%	13.0%	14.3%		
Social Studies	6	8	9	10	10	10.7%	12.3%	14.3%	14.5%	13.0%		
Foreign Language	4	3	4	5	5	7.1%	4.6%	6.3%	7.2%	6.5%		
Mathematics	7	9	9	10	12	12.5%	13.8%	14.3%	14.5%	15.6%		
Science	7	9	8	7	7	12.5%	13.8%	12.7%	10.1%	9.1%		
Vocational Education	5	4	4	4	5	8.9%	6.2%	6.3%	5.8%	6.5%		
Other High School	16	20	17	22	24	28.6%	30.8%	27.0%	31.9%	31.2%		
Total Enrollments	4 117	1 228	4.006	1 182	4.400	100.0%	100 0%	100.0%	100.0%	100 0%		

Total Enrollments	4,117	4,328	4,096	4,482	4,499	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	322	313	283	310	295	7.8%	7.2%	6.9%	6.9%	6.6%
Grades 1-4	1,298	1,333	1,240	1,330	1,351	31.5%	30.8%	30.3%	29.7%	30.0%
Grades 5-6	627	678	629	653	708	15.2%	15.7%	15.4%	14.6%	15.7%
Grades 7-8	647	641	738	737	690	15.7%	14.8%	18.0%	16.4%	15.3%
Grades 9-12	1,122	1,230	1,111	1,327	1,375	27.3%	28.4%	27.1%	29.6%	30.6%
Ungraded	101	133	95	125	80	2.5%	3.1%	2.3%	2.8%	1.8%









District Percentages

District Counts

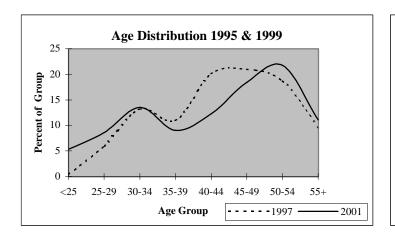
			nci Count				D15t1	ici Perceiii	uges			
Profile by	1996-97 1	997-98	1998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Known Race and Gender						<u>.                                    </u>						
Administrative	12	12	13	15	17	4.6%	3.9%	4.6%	4.7%	5.2%		
White - Females	3	3	2	4	5	25.0%	25.0%	15.4%	26.7%	29.4%		
White - Males	9	9	11	11	12	75.0%	75.0%	84.6%	73.3%	70.6%		
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Professional Staff	24	24	25	27	27	9.1%	7.8%	8.9%	8.5%	8.3%		
White - Females	21	21	23	25	25	87.5%	87.5%	92.0%	92.6%	92.6%		
White - Males	3	3	2	2	2	12.5%	12.5%	8.0%	7.4%	7.4%		
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Teachers	227	271	243	275	283	86.3%	88.3%	86.5%	86.8%	86.5%		
White - Females	169	203	180	209	217	74.4%	74.9%	74.1%	76.0%	76.7%		
White - Males	54	61	58	61	58	23.8%	22.5%	23.9%	22.2%	20.5%		
Black - Females	3	6	4	3	5	1.3%	2.2%	1.6%	1.1%	1.8%		
Black - Males	0	0	0	0	2	0.0%	0.0%	0.0%	0.0%	0.7%		
Other - Females	1	1	1	2	1	0.4%	0.4%	0.4%	0.7%	0.4%		
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
	Ī <del>-</del>				<del></del> 1:	<u></u>				<del></del>		
Age Distribution	II	District Counts					District Percentages					
				- 1								
Teachers by Age Group	1996-97 1		1998-99 1		2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Up to 24	1	23	1998-99 1	20	13	0.5%	9.1%	0.0%	8.0%	5.3%		
Up to 24 25-29	1 13	23 17	0 21	20 21	13 21	0.5% 5.9%	9.1% 6.7%	0.0% 9.2%	8.0% 8.4%	5.3% 8.6%		
Up to 24 25-29 30-34	1 13 29	23 17 33	0 21 29	20 21 29	13 21 33	0.5% 5.9% 13.2%	9.1% 6.7% 13.0%	0.0% 9.2% 12.7%	8.0% 8.4% 11.6%	5.3% 8.6% 13.5%		
Up to 24 25-29 30-34 35-39	1 13 29 24	23 17 33 23	0 21 29 26	20 21 29 22	13 21 33 22	0.5% 5.9% 13.2% 11.0%	9.1% 6.7% 13.0% 9.1%	0.0% 9.2% 12.7% 11.4%	8.0% 8.4% 11.6% 8.8%	5.3% 8.6% 13.5% 9.0%		
Up to 24 25-29 30-34 35-39 40-45	1 13 29 24 44	23 17 33 23 42	0 21 29 26 32	20 21 29 22 33	13 21 33 22 30	0.5% 5.9% 13.2% 11.0% 20.1%	9.1% 6.7% 13.0% 9.1% 16.5%	0.0% 9.2% 12.7% 11.4% 14.0%	8.0% 8.4% 11.6% 8.8% 13.2%	5.3% 8.6% 13.5% 9.0% 12.3%		
Up to 24 25-29 30-34 35-39	1 13 29 24	23 17 33 23	0 21 29 26	20 21 29 22	13 21 33 22	0.5% 5.9% 13.2% 11.0%	9.1% 6.7% 13.0% 9.1%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 13 29 24 44 46 41	23 17 33 23 42 47 46	0 21 29 26 32 41 51	20 21 29 22 33 41 53	13 21 33 22 30 45 53	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7%		
Up to 24 25-29 30-34 35-39 40-45 45-49	1 13 29 24 44 46	23 17 33 23 42 47	0 21 29 26 32 41	20 21 29 22 33 41	13 21 33 22 30 45	0.5% 5.9% 13.2% 11.0% 20.1% 21.0%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 13 29 24 44 46 41 21	23 17 33 23 42 47 46 23	0 21 29 26 32 41 51 28	20 21 29 22 33 41 53 31	13 21 33 22 30 45 53 27	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 13 29 24 44 46 41	23 17 33 23 42 47 46	0 21 29 26 32 41 51	20 21 29 22 33 41 53	13 21 33 22 30 45 53	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 13 29 24 44 46 41 21	23 17 33 23 42 47 46 23	0 21 29 26 32 41 51 28	20 21 29 22 33 41 53 31	13 21 33 22 30 45 53 27	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 13 29 24 44 46 41 21	23 17 33 23 42 47 46 23 41.8	0 21 29 26 32 41 51 28 44.0	20 21 29 22 33 41 53 31 42.5	13 21 33 22 30 45 53 27 42.8	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1% 9.1%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 13 29 24 44 46 41 21 43.8	23 17 33 23 42 47 46 23 41.8	0 21 29 26 32 41 51 28 44.0	20 21 29 22 33 41 53 31 42.5	13 21 33 22 30 45 53 27 42.8	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1% 9.1%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7% 11.1%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 13 29 24 44 46 41 21 43.8	23 17 33 23 42 47 46 23 41.8	0 21 29 26 32 41 51 28 44.0	20 21 29 22 33 41 53 31 42.5	13 21 33 22 30 45 53 27 42.8	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6%	9.1% 6.7% 13.0% 9.1% 16.5% 18.1% 9.1% Distr	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7% 11.1%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 13 29 24 44 46 41 21 43.8	23 17 33 23 42 47 46 23 41.8 Dist	0 21 29 26 32 41 51 28 44.0	20 21 29 22 33 41 53 31 42.5	13 21 33 22 30 45 53 27 42.8	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6%	9.1% 6.7% 13.0% 9.1% 16.5% 18.1% 9.1% Distr 1997-98	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3% ict Percent 1998-99	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7% 11.1%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 13 29 24 44 46 41 21 43.8	23 17 33 23 42 47 46 23 41.8 Dist	0 21 29 26 32 41 51 28 44.0 rict Count 1998-99 1 40 30	20 21 29 22 33 41 53 31 42.5	13 21 33 22 30 45 53 27 42.8	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1% 9.1%  Distr 1997-98 24.8% 11.9%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3% ict Percent 1998-99 15.4% 11.5%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4% ages 1999-00 22.3% 12.0%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7% 11.1% 2000-01 23.1% 13.5%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 13 29 24 44 46 41 21 43.8	23 17 33 23 42 47 46 23 41.8 Dist 997-98 7 34 27	0 21 29 26 32 41 51 28 44.0	20 21 29 22 33 41 53 31 42.5 8 999-00 2 65 35 36	13 21 33 22 30 45 53 27 42.8	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6% 1996-97 10.1% 13.9% 13.0%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1% 9.1%  Distr 1997-98 24.8% 11.9% 9.4%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3%  ict Percent 1998-99 15.4% 11.5% 12.7%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4% ages 1999-00 22.3% 12.0% 12.4%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7% 11.1% 2000-01 23.1% 13.5% 13.2%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 13 29 24 44 46 41 21 43.8 1996-97 1 24 33 31 37	23 17 33 23 42 47 46 23 41.8 Dist 997-98 7 34 27 35	0 21 29 26 32 41 51 28 44.0 rrict Count 1998-99 1 40 30 33 39	20 21 29 22 33 41 53 31 42.5 8 999-00 2 65 35 36 34	13 21 33 22 30 45 53 27 42.8 2000-01 70 41 40 27	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6%  10.1% 13.9% 13.0% 15.5%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1% 9.1%  Distr 1997-98 24.8% 11.9% 9.4% 12.2%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3%  12.3%  15.4% 11.5% 12.7% 15.0%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4%  12.4% 12.4% 11.7%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7% 11.1% 2000-01 23.1% 13.5% 13.2% 8.9%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 13 29 24 44 46 41 21 43.8 1996-97 1 24 33 31 37 32	23 17 33 23 42 47 46 23 41.8 Dist 997-98 1 34 27 35 36	0 21 29 26 32 41 51 28 44.0 rict Count 1998-99 1 40 30 33 39 28	20 21 29 22 33 41 53 31 42.5 8 999-00 2 65 35 36 34 25	13 21 33 22 30 45 53 27 42.8 2000-01 70 41 40 27 33	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6%  1996-97  10.1% 13.9% 13.0% 15.5% 13.4%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1% 9.1%  Distr 1997-98 24.8% 11.9% 9.4% 12.2% 12.6%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3%  ict Percent 1998-99 15.4% 11.5% 12.7% 15.0% 10.8%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4%  12.4%  12.4% 11.7% 8.6%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7% 11.1% 2000-01 23.1% 13.5% 13.2% 8.9% 10.9%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years 20+ Years	1 13 29 24 44 46 41 21 43.8 1996-97 1 24 33 31 37 32 81	23 17 33 23 42 47 46 23 41.8 Dist 997-98 1 34 27 35 36 83	0 21 29 26 32 41 51 28 44.0 rict Count 1998-99 1 40 30 33 39 28 90	20 21 29 22 33 41 53 31 42.5 8 999-00 2 65 35 36 34 25 96	13 21 33 22 30 45 53 27 42.8 2000-01 70 41 40 27 33 92	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6%  10.1% 13.9% 13.0% 15.5%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1% 9.1%  Distr 1997-98 24.8% 11.9% 9.4% 12.2%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3%  12.3%  15.4% 11.5% 12.7% 15.0%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4%  12.4% 12.4% 11.7%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7% 11.1% 2000-01 23.1% 13.5% 13.2% 8.9%		
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 13 29 24 44 46 41 21 43.8 1996-97 1 24 33 31 37 32	23 17 33 23 42 47 46 23 41.8 Dist 997-98 1 34 27 35 36	0 21 29 26 32 41 51 28 44.0 rict Count 1998-99 1 40 30 33 39 28	20 21 29 22 33 41 53 31 42.5 8 999-00 2 65 35 36 34 25	13 21 33 22 30 45 53 27 42.8 2000-01 70 41 40 27 33	0.5% 5.9% 13.2% 11.0% 20.1% 21.0% 18.7% 9.6%  1996-97  10.1% 13.9% 13.0% 15.5% 13.4%	9.1% 6.7% 13.0% 9.1% 16.5% 18.5% 18.1% 9.1%  Distr 1997-98 24.8% 11.9% 9.4% 12.2% 12.6%	0.0% 9.2% 12.7% 11.4% 14.0% 18.0% 22.4% 12.3%  ict Percent 1998-99 15.4% 11.5% 12.7% 15.0% 10.8%	8.0% 8.4% 11.6% 8.8% 13.2% 16.4% 21.2% 12.4%  12.4%  12.4% 11.7% 8.6%	5.3% 8.6% 13.5% 9.0% 12.3% 18.4% 21.7% 11.1% 2000-01 23.1% 13.5% 13.2% 8.9% 10.9%		

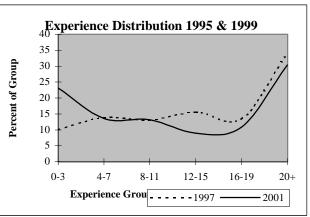
	District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99 1	999-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	16	47	20	48	-	Ï	5.8%	14.5%	6.7%	14.3%	-	
Attrition from Transfers	2	24	4	22	-		0.7%	7.4%	1.3%	6.5%	-	
Attrition from Exits	14	23	16	26	-		5.1%	7.1%	5.3%	7.7%	-	
Teacher Attrition	15	45	19	42	-		6.3%	15.7%	7.3%	14.4%	-	
Attrition from Transfers	2	24	4	20	-		0.8%	8.4%	1.5%	6.9%	-	
Attrition from Exits	13	21	15	22	-		5.5%	7.3%	5.8%	7.6%	-	
District Retention												
<b>Educator Retention</b>	260	277	280	288	-		94.2%	85.5%	93.3%	85.7%	-	
Teacher Retention	223	241	241	249	-		93.7%	84.3%	92.7%	85.6%	-	

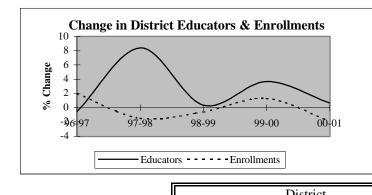
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	37.2%	43.0%	19.8%
1 Year of Experience	79.2%	5.7%	15.1%
2 Years of Experience	84.1%	4.5%	11.4%
3 Years of Experience	88.1%	2.4%	9.5%
4 Years of Experience	97.1%	0.0%	2.9%
5 Years of Experience	95.0%	0.0%	5.0%

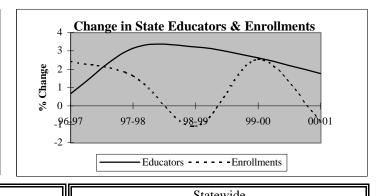
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses	•										
Race	6.3%	7.9%	8.5%	10.1%	12.8%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.4%	2.6%	3.4%	3.9%	5.1%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	2.9%	1.9%	2.7%	3.0%	1.7%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.9%	79.9%	91.7%	81.3%	85.1%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.4%	0.3%	0.0%	0.3%	0.6%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.8%	17.9%	5.7%	15.5%	12.6%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	17.6	16.0	15.8	15.4	15.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	20.5	18.5	18.5	17.9	17.6	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-3	46	2	22	4	-	-	-	-	-	
% Change in Educators	-0.5%	8.4%	0.3%	3.7%	0.6%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	187	-145	-56	124	-179	-	-	-	=	-	
% Change in Enrollments	2.0%	-1.5%	-0.6%	1.3%	-1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.4%	0.2%	0.5%	0.5%	7.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.4%	4.2%	4.2%	3.7%	3.8%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.8%	9.7%	10.4%	10.2%	10.4%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.3%	1.4%	1.2%	1.4%	1.4%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	8.3%	8.0%	8.0%	13.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.3	43.4	44.0	44.6	45.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.8	14.6	14.7	14.5	14.6	13.8	13.7	13.7	13.4	13.3	
Average Salary	34,448	34,685	35,683	36,610	36,661	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.1%	1.2%	1.0%	1.2%	1.2%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.8%	76.8%	76.1%	77.5%	77.4%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.4%	7.2%	7.2%	7.5%	7.1%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	2.9%	na	3.0%	3.1%	3.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.7%	0.8%	0.5%	0.7%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

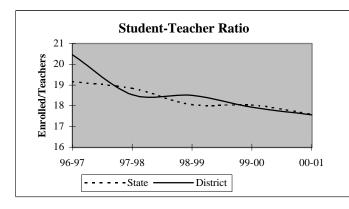
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	550	596	598	620	624	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	502	543	548	551	571		91.3%	91.1%	91.6%	88.9%	91.5%
Newly Hired	48	53	50	69	53		8.7%	8.9%	8.4%	11.1%	8.5%
Transfers In	4	12	2	8	7		8.3%	22.6%	4.0%	11.6%	13.2%
Reentrants	16	26	20	25	19		33.3%	49.1%	40.0%	36.2%	35.8%
First Time Educators	28	15	28	36	27		58.3%	28.3%	56.0%	52.2%	50.9%
Total Exiting Next Year	7	48	47	49	-		1.3%	8.1%	7.9%	7.9%	-
Transfers Out	2	10	8	6	-		28.6%	20.8%	17.0%	12.2%	-
Leave Tennessee Educ.	5	38	39	43	-		71.4%	79.2%	83.0%	87.8%	-

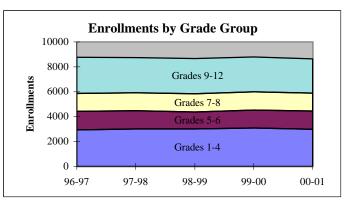
Dynamics Rates	District Rates									
District Attrition	1.3%	8.1%	7.9%	7.9%	-					
Transfers In/Out	2.00	1.20	0.25	1.33	-					

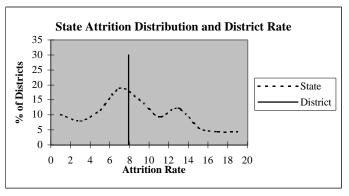
# District Report for: BRADLEY COUNTY

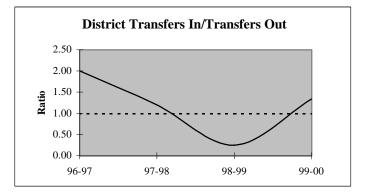
		Dist	rict Count	ts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	550	596	598	620	624	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	24	25	25	23	24	4.4%	4.2%	4.2%	3.7%	3.8%		
Professional Staff	54	58	62	63	65	9.8%	9.7%	10.4%	10.2%	10.4%		
Total Teachers	472	513	511	534	535	85.8%	86.1%	85.5%	86.1%	85.7%		
Special Education	35	37	37	40	38	7.4%	7.2%	7.2%	7.5%	7.1%		
Pre-K & Kindergarten	30	33	34	37	36	6.4%	6.4%	6.7%	6.9%	6.7%		
Elementary (1-4)	161	177	183	193	192	34.1%	34.5%	35.8%	36.1%	35.9%		
Middle School (5-6)	57	63	59	60	63	12.1%	12.3%	11.5%	11.2%	11.8%		
Jr. High (7-8)	50	52	51	55	59	10.6%	10.1%	10.0%	10.3%	11.0%		
High School (9-12)	139	151	147	149	147	29.4%	29.4%	28.8%	27.9%	27.5%		
Business	8	7	6	6	6	5.8%	4.6%	4.1%	4.0%	4.1%		
Language Arts	17	17	19	19	19	12.2%	11.3%	12.9%	12.8%	12.9%		
Social Studies	17	17	19	17	17	12.2%	11.3%	12.9%	11.4%	11.6%		
Foreign Language	7	5	6	6	6	5.0%	3.3%	4.1%	4.0%	4.1%		
Mathematics	13	15	16	17	16	9.4%	9.9%	10.9%	11.4%	10.9%		
Science	14	13	14	14	14	10.1%	8.6%	9.5%	9.4%	9.5%		
Vocational Education	26	25	26	25	22	18.7%	16.6%	17.7%	16.8%	15.0%		
Other High School	37	52	41	45	47	26.6%	34.4%	27.9%	30.2%	32.0%		
Total Enrollments	9,654	9,509	9,453	9,577	9,398	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	9,654	9,509	9,453	9,577	9,398	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	757	700	715	721	697	7.8%	7.4%	7.6%	7.5%	7.4%
Grades 1-4	2,932	3,018	2,995	3,088	2,977	30.4%	31.7%	31.7%	32.2%	31.7%
Grades 5-6	1,491	1,444	1,379	1,441	1,482	15.4%	15.2%	14.6%	15.0%	15.8%
Grades 7-8	1,438	1,458	1,450	1,463	1,438	14.9%	15.3%	15.3%	15.3%	15.3%
Grades 9-12	2,899	2,811	2,837	2,795	2,747	30.0%	29.6%	30.0%	29.2%	29.2%
Ungraded	137	78	77	69	57	1.4%	0.8%	0.8%	0.7%	0.6%









		Dis	strict Cour	nts		District Percentages				
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>				<u> </u>					
Administrative	24	25	25	23	23	4.5%	4.3%	4.4%	3.9%	3.9%
White - Females	2	2	2	3	5	8.3%	8.0%	8.0%	13.0%	21.7%
White - Males	22	23	23	20	18	91.7%	92.0%	92.0%	87.0%	78.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	51	55	59	58	62	9.6%	9.6%	10.4%	9.9%	10.5%
White - Females	36	38	41	39	42	70.6%	69.1%	69.5%	67.2%	67.7%
White - Males	13	15	16	17	18	25.5%	27.3%	27.1%	29.3%	29.0%
Black - Females	1	1	1	1	1	2.0%	1.8%	1.7%	1.7%	1.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.0%	1.8%	1.7%	1.7%	1.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	455	495	482	503	503	85.8%	86.1%	85.2%	86.1%	85.5%
White - Females	345	381	373	396	397	75.8%	77.0%	77.4%	78.7%	78.9%
White - Males	105	108	104	101	100	23.1%	21.8%	21.6%	20.1%	19.9%
Black - Females	3	3	3	4	4	0.7%	0.6%	0.6%	0.8%	0.8%
Black - Males	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	2	1	1	1	0.2%	0.4%	0.2%	0.2%	0.2%
Age Distribution		Dis	strict Cour	nts			Distr	rict Percent	ages	
Teachers by Age Group	1996-97				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	5	4	3	4	5	1.2%	0.9%	0.7%	0.9%	1.2%
25-29	39	42	40	33	29	9.2%	9.3%	9.3%	7.8%	7.0%
30-34	57	67	55	58	53	13.4%	14.9%	12.8%	13.7%	12.8%
35-39	41	44	44	39	41	9.6%	9.8%	10.2%	9.2%	9.9%
40-45	62	62	58	48	47	14.6%	13.8%	13.5%	11.3%	11.4%
45-49	96	84	74	72	62	22.6%	18.7%	17.2%	17.0%	15.0%
50-54	86	98	106	99	94	20.2%	21.8%	24.6%	23.3%	22.7%
55+	39	49	51	71	83	9.2%	10.9%	11.8%	16.7%	20.0%
Average Age	43.3	43.4	44.0	44.6	45.1					
Experience Distribution		Dis	strict Cour	nts			Distr	rict Percent	ages	1
Teachers by Experience	1996-97				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	72	92	96	120	110	15.3%	17.9%	18.8%	22.5%	20.6%
4-7 Years	69	69	65	63	74	14.6%	13.5%	12.7%	11.8%	13.9%
8-11 Years	48	55	59	58	70	10.2%	10.7%	11.5%	10.9%	13.1%
12-15 Years	40	47	44	40	35	8.5%	9.2%	8.6%	7.5%	6.6%
16-19 Years	68	57	43	40	34	14.4%	11.1%	8.4%	7.5%	6.4%
** **				-						

20+ Years

Average Experience

175

14.8

193

14.6

212

14.5

211

14.6

37.1%

37.6%

204

14.7

39.8%

39.5%

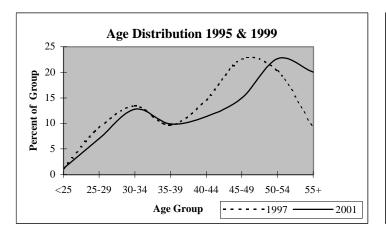
39.9%

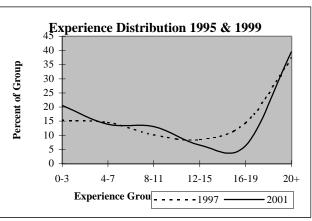
		District Counts					District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	7	48	47	49	-	ľ	1.3%	8.1%	7.9%	7.9%	-	
Attrition from Transfers	2	10	8	6	-		0.4%	1.7%	1.3%	1.0%	-	
Attrition from Exits	5	38	39	43	-		0.9%	6.4%	6.5%	6.9%	-	
Teacher Attrition	5	44	40	35	-		1.1%	8.6%	7.8%	6.6%	-	
Attrition from Transfers	1	9	6	4	-		0.2%	1.8%	1.2%	0.7%	-	
Attrition from Exits	4	35	34	31	-		0.8%	6.8%	6.7%	5.8%	-	
District Retention												
<b>Educator Retention</b>	543	548	551	571	-		98.7%	91.9%	92.1%	92.1%	-	
Teacher Retention	467	469	471	499	-		98.9%	91.4%	92.2%	93.4%	-	

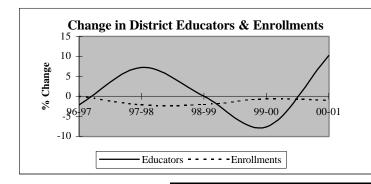
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	87.7%	4.1%	8.2%
1 Year of Experience	93.0%	0.9%	6.1%
2 Years of Experience	90.0%	4.0%	6.0%
3 Years of Experience	84.8%	1.0%	14.3%
4 Years of Experience	94.5%	0.0%	5.5%
5 Years of Experience	90.7%	2.3%	7.0%

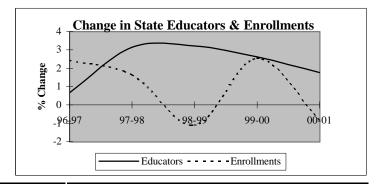
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	8.5%	12.0%	15.4%	20.1%	21.5%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	5.4%	8.7%	11.6%	12.1%	11.3%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	0.4%	0.5%	0.8%	1.1%	1.4%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	91.3%	91.9%	91.1%	88.9%	90.9%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.2%	0.0%	0.0%	0.2%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	8.4%	7.4%	8.0%	10.0%	7.5%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District					Statewide							
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01					
Supply & Demand Indicator	S														
Student to Educator Ratio	16.3	14.9	14.6	15.7	14.1	16.4	16.2	15.5	15.5	15.1					
Student to Teacher Ratio	19.3	17.6	17.3	18.6	16.9	19.2	18.8	18.1	18.0	17.6					
Change in Educators	-7	23	0	-26	32	-	-	-	-	-					
% Change in Educators	-2.2%	7.3%	0.0%	-7.6%	10.2%	0.7%	3.1%	3.2%	2.6%	1.8%					
Change in Enrollments	-1	-112	-103	-32	-49	-	-	-	-	-					
% Change in Enrollments	0.0%	-2.2%	-2.0%	-0.6%	-1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%					
Workforce															
% Part-Time	0.6%	1.2%	1.2%	1.0%	4.9%	0.7%	0.7%	0.7%	0.7%	6.9%					
% Administrative Staff	4.1%	3.5%	3.8%	4.5%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%					
% Professional Staff	11.4%	12.1%	12.1%	11.1%	12.1%	9.6%	9.5%	9.6%	9.6%	9.7%					
% Minority	6.6%	6.2%	6.5%	6.1%	5.8%	12.1%	12.3%	12.4%	12.6%	12.8%					
% Minority in Admin.	0.0%	8.3%	8.3%	7.1%	7.1%	16.8%	17.2%	16.7%	17.1%	17.7%					
% Female in Admin.	38.5%	50.0%	53.8%	42.9%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%					
Teachers															
Average Age	46.2	47.0	47.2	46.6	46.5	43.3	43.5	43.6	43.7	43.9					
Average Experience	16.6	16.7	16.8	15.5	14.7	13.8	3 13.7	13.7	13.4	13.3					
Average Salary	35,948	36,843	37,944	38,151	37,243	33,907	34,370	35,839	36,884	36,619					
% Minority Teachers	6.9%	6.2%	6.6%	6.8%	6.2%	12.0%	12.1%	12.3%	12.5%	12.6%					
% Female Teachers	81.0%	78.7%	78.0%	79.2%	80.3%	79.2%	79.4%	79.4%	79.4%	79.6%					
% Special Ed. Teachers	7.8%	8.4%	9.1%	8.7%	9.0%	10.9%	10.8%	10.9%	10.8%	10.7%					
Enrollment															
% Minority	17.0%	na	17.9%	19.1%	20.1%	26.0%	na	26.5%	27.3%	27.7%					
% Special Education	1.1%	2.2%	2.2%	1.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%					
_															

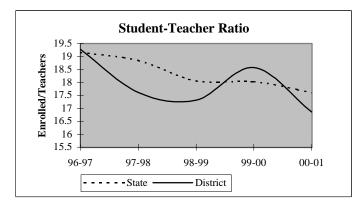
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	317	340	340	314	346		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	293	299	312	271	304		92.4%	87.9%	91.8%	86.3%	87.9%
Newly Hired	24	41	28	43	42		7.6%	12.1%	8.2%	13.7%	12.1%
Transfers In	3	9	4	3	10		12.5%	22.0%	14.3%	7.0%	23.8%
Reentrants	8	19	11	16	18		33.3%	46.3%	39.3%	37.2%	42.9%
First Time Educators	13	13	13	24	14		54.2%	31.7%	46.4%	55.8%	33.3%
Total Exiting Next Year	18	28	69	10	-		5.7%	8.2%	20.3%	3.2%	-
Transfers Out	9	3	5	0	-		50.0%	10.7%	7.2%	0.0%	-
Leave Tennessee Educ.	9	25	64	10	-		50.0%	89.3%	92.8%	100.0%	-

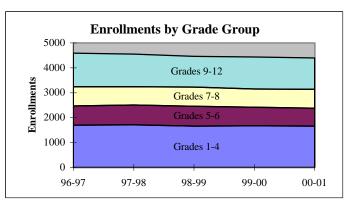
Dynamics Rates		District Rates								
District Attrition	5.7%	8.2%	20.3%	3.2%	-					
Transfers In/Out	0.33	3.00	0.80	nc	-					

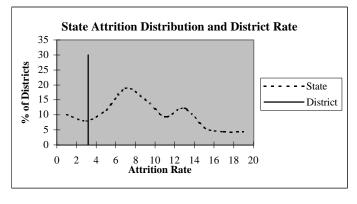
# District Report for: CLEVELAND

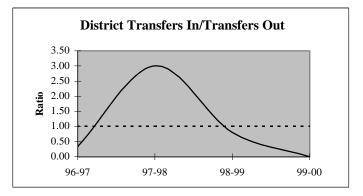
		District Counts					District Percentages				
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	317	340	340	314	346	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	13	12	13	14	15	4.1%	3.5%	3.8%	4.5%	4.3%	
Professional Staff	36	41	41	35	42	11.4%	12.1%	12.1%	11.1%	12.1%	
Total Teachers	268	287	286	265	289	84.5%	84.4%	84.1%	84.4%	83.5%	
Special Education	21	24	26	23	26	7.8%	8.4%	9.1%	8.7%	9.0%	
Pre-K & Kindergarten	20	21	20	18	19	7.5%	7.3%	7.0%	6.8%	6.6%	
Elementary (1-4)	110	110	109	105	113	41.0%	38.3%	38.1%	39.6%	39.1%	
Middle School (5-6)	28	32	32	33	36	10.4%	11.1%	11.2%	12.5%	12.5%	
Jr. High (7-8)	34	33	33	33	30	12.7%	11.5%	11.5%	12.5%	10.4%	
High School (9-12)	55	67	66	53	65	20.5%	23.3%	23.1%	20.0%	22.5%	
Business	1	2	2	4	4	1.8%	3.0%	3.0%	7.5%	6.2%	
Language Arts	6	9	9	6	9	10.9%	13.4%	13.6%	11.3%	13.8%	
Social Studies	7	5	6	8	9	12.7%	7.5%	9.1%	15.1%	13.8%	
Foreign Language	4	3	5	3	4	7.3%	4.5%	7.6%	5.7%	6.2%	
Mathematics	7	8	8	7	1	12.7%	11.9%	12.1%	13.2%	1.5%	
Science	7	6	7	3	7	12.7%	9.0%	10.6%	5.7%	10.8%	
Vocational Education	6	8	6	9	6	10.9%	11.9%	9.1%	17.0%	9.2%	
Other High School	17	26	23	13	25	30.9%	38.8%	34.8%	24.5%	38.5%	
Total Enrollments	5,168	5,056	4,953	4,921	4,872	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	5,168	5,056	4,953	4,921	4,872	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	457	402	390	408	392	8.8%	8.0%	7.9%	8.3%	8.0%
Grades 1-4	1,702	1,712	1,659	1,676	1,660	32.9%	33.9%	33.5%	34.1%	34.1%
Grades 5-6	772	790	797	742	718	14.9%	15.6%	16.1%	15.1%	14.7%
Grades 7-8	768	735	771	736	758	14.9%	14.5%	15.6%	15.0%	15.6%
Grades 9-12	1,348	1,307	1,234	1,282	1,260	26.1%	25.9%	24.9%	26.1%	25.9%
Ungraded	121	110	102	77	84	2.3%	2.2%	2.1%	1.6%	1.7%









**District Counts** 

District Percentages

Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u>,                                      </u>				
Administrative	13	12	12	14	14	4.3%	3.7%	3.7%	4.7%	4.3%
White - Females	5	6	6	6	5	38.5%	50.0%	50.0%	42.9%	35.7%
White - Males	8	5	5	7	8	61.5%	41.7%	41.7%	50.0%	57.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	8.3%	8.3%	7.1%	7.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	32	37	36	32	39	10.5%	11.4%	11.2%	10.8%	12.0%
White - Females	25	27	26	25	30	78.1%	73.0%	72.2%	78.1%	76.9%
White - Males	5	8	8	7	8	15.6%	21.6%	22.2%	21.9%	20.5%
Black - Females	2	2	2	0	1	6.3%	5.4%	5.6%	0.0%	2.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	259	275	274	249	273	85.2%	84.9%	85.1%	84.4%	83.7%
White - Females	201	209	205	190	211	77.6%	76.0%	74.8%	76.3%	77.3%
White - Males	40	49	51	42	45	15.4%	17.8%	18.6%	16.9%	16.5%
Black - Females	12	12	13	12	12	4.6%	4.4%	4.7%	4.8%	4.4%
Black - Males	6	5	5	5	5	2.3%	1.8%	1.8%	2.0%	1.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A Distribution		D':	4	-1-	<del></del> 1	<u> </u>	D:-t-	D		
Age Distribution	1005.05		trict Cou		2000 01	1006.05		rict Percent		2000.01
Teachers by Age Group		1997-98	1998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	0	1997-98 1	1998-99 0	1999-00	4	0.0%	1997-98	1998-99	1999-00	1.9%
Teachers by Age Group Up to 24 25-29	0 17	1997-98 1 11	1998-99 0 13	1999-00 1 17	4 14	0.0% 7.0%	1997-98 0.4% 4.5%	1998-99 0.0% 5.4%	1999-00 0.5% 8.0%	1.9% 6.5%
Teachers by Age Group Up to 24 25-29 30-34	0 17 18	1 1 11 23	1998-99 0 13 24	1999-00 1 17 19	4 14 20	0.0% 7.0% 7.4%	1997-98 0.4% 4.5% 9.4%	0.0% 5.4% 9.9%	1999-00 0.5% 8.0% 9.0%	1.9% 6.5% 9.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39	0 17 18 12	1 1 11 23 10	1998-99 0 13 24 11	1999-00 1 17 19 10	4 14 20 17	0.0% 7.0% 7.4% 5.0%	1997-98 0.4% 4.5% 9.4% 4.1%	1998-99 0.0% 5.4% 9.9% 4.5%	1999-00 0.5% 8.0% 9.0% 4.7%	1.9% 6.5% 9.3% 7.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	0 17 18 12 40	1 1 11 23 10 37	1998-99 0 13 24 11 27	1999-00 1 17 19 10 20	4 14 20 17 15	0.0% 7.0% 7.4% 5.0% 16.5%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1%	1998-99 0.0% 5.4% 9.9% 4.5% 11.2%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4%	1.9% 6.5% 9.3% 7.9% 7.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 17 18 12 40 66	1997-98 1 11 23 10 37 56	1998-99 0 13 24 11 27 56	1999-00 1 17 19 10 20 49	4 14 20 17 15 42	0.0% 7.0% 7.4% 5.0% 16.5% 27.3%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9%	1998-99 0.0% 5.4% 9.9% 4.5% 11.2% 23.1%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4% 23.1%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 17 18 12 40 66 51	1 11 23 10 37 56 62	1998-99 0 13 24 11 27 56 59	1999-00 1 17 19 10 20 49 53	4 14 20 17 15 42 60	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3%	1998-99 0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 17 18 12 40 66	1997-98 1 11 23 10 37 56	1998-99 0 13 24 11 27 56	1999-00 1 17 19 10 20 49	4 14 20 17 15 42	0.0% 7.0% 7.4% 5.0% 16.5% 27.3%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9%	1998-99 0.0% 5.4% 9.9% 4.5% 11.2% 23.1%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4% 23.1%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 17 18 12 40 66 51	1 11 23 10 37 56 62	1998-99 0 13 24 11 27 56 59	1999-00 1 17 19 10 20 49 53	4 14 20 17 15 42 60	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3%	1998-99 0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 17 18 12 40 66 51 38	1997-98 1 11 23 10 37 56 62 45	1998-99 0 13 24 11 27 56 59 52	1999-00 1 17 19 10 20 49 53 43	4 14 20 17 15 42 60 43	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3%	1998-99 0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 17 18 12 40 66 51 38	1997-98 1 11 23 10 37 56 62 45	1998-99 0 13 24 11 27 56 59 52 47.2	1999-00 1 17 19 10 20 49 53 43 46.6	4 14 20 17 15 42 60 43	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3% 18.4%	1998-99 0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4% 21.5%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0% 20.3%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 17 18 12 40 66 51 38 46.2	1997-98 1 11 23 10 37 56 62 45 47.0	1998-99 0 13 24 11 27 56 59 52 47.2	1999-00 1 17 19 10 20 49 53 43 46.6	4 14 20 17 15 42 60 43 46.5	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1% 15.7%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3% 18.4%	1998-99 0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4% 21.5%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0% 20.3%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 17 18 12 40 66 51 38 46.2	1997-98 1 11 23 10 37 56 62 45 47.0	1998-99 0 13 24 11 27 56 59 52 47.2 trict Cour	1999-00 1 17 19 10 20 49 53 43 46.6	4 14 20 17 15 42 60 43 46.5	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1% 15.7%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3% 18.4% Distr	1998-99  0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4% 21.5%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0% 20.3% ages 1999-00	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 17 18 12 40 66 51 38 46.2	1997-98 1 11 23 10 37 56 62 45 47.0	1998-99 0 13 24 11 27 56 59 52 47.2 trict Cour 1998-99	1999-00 1 17 19 10 20 49 53 43 46.6	4 14 20 17 15 42 60 43 46.5	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1% 15.7%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3% 18.4% Distr 1997-98 13.9%	1998-99 0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4% 21.5% rict Percent 1998-99 14.0%	1999-00 0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0% 20.3% ages 1999-00 20.0%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 17 18 12 40 66 51 38 46.2	1997-98 1 1 11 23 10 37 56 62 45 47.0 Dis 1997-98 1 40 38	1998-99 0 13 24 11 27 56 59 52 47.2 trict Cour 1998-99 40 42	1999-00 1 17 19 10 20 49 53 43 46.6 1999-00 53 30	4 14 20 17 15 42 60 43 46.5 2000-01 68 34	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1% 15.7%  1996-97  13.4% 12.3%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3% 18.4% Distr 1997-98 13.9% 13.2%	1998-99  0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4% 21.5%  cict Percent 1998-99  14.0% 14.7%	1999-00  0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0% 20.3%  ages  1999-00  11.3%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9% 20.0% 2000-01 23.5% 11.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 17 18 12 40 66 51 38 46.2	1997-98 1 1 11 23 10 37 56 62 45 47.0 Dis 1997-98 40 38 18	1998-99 0 13 24 11 27 56 59 52 47.2 trict Cour 1998-99 40 42 16	1999-00 1 17 19 10 20 49 53 43 46.6 1999-00 53 30 24	4 14 20 17 15 42 60 43 46.5 2000-01 68 34 33	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1% 15.7%  1996-97  13.4% 12.3% 7.1%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3% 18.4% Distr 1997-98 13.9% 13.2% 6.3%	1998-99  0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4% 21.5%  cict Percent 1998-99  14.0% 14.7% 5.6%	1999-00  0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0% 20.3%  ages  1999-00  11.3% 9.1%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9% 20.0% 2000-01 23.5% 11.8% 11.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 17 18 12 40 66 51 38 46.2	1997-98 1 1 11 23 10 37 56 62 45 47.0 Dis 1997-98 40 38 18 26	1998-99 0 13 24 11 27 56 59 52 47.2 trict Cour 1998-99 40 42 16 24	1999-00 1 17 19 10 20 49 53 43 46.6 1999-00 53 30 24 19	4 14 20 17 15 42 60 43 46.5 2000-01 68 34 33 18	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1% 15.7%  1996-97  13.4% 12.3% 7.1% 7.8%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3% 18.4% Distr 1997-98 13.9% 13.2% 6.3% 9.1%	1998-99  0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4% 21.5%  rict Percent 1998-99  14.0% 14.7% 5.6% 8.4%	1999-00  0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0% 20.3%  1999-00  20.0% 11.3% 9.1% 7.2%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9% 20.0%  2000-01 23.5% 11.8% 11.4% 6.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	0 17 18 12 40 66 51 38 46.2 1996-97 36 33 19 21 43	1997-98 1 11 23 10 37 56 62 45 47.0 Dis 1997-98 1 40 38 18 26 32	1998-99 0 13 24 11 27 56 59 52 47.2 trict Cour 1998-99 40 42 16 24 26	1999-00 1 17 19 10 20 49 53 43 46.6 1999-00 53 30 24 19 23	4 14 20 17 15 42 60 43 46.5 2000-01 68 34 33 18 22	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1% 15.7%  1996-97  13.4% 12.3% 7.1% 7.8% 16.0%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3% 18.4% Distr 1997-98 13.9% 13.2% 6.3% 9.1% 11.1%	1998-99  0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4% 21.5%  rict Percent 1998-99  14.0% 14.7% 5.6% 8.4% 9.1%	1999-00  0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0% 20.3%  1999-00  20.0% 11.3% 9.1% 7.2% 8.7%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9% 20.0%  2000-01 23.5% 11.8% 11.4% 6.2% 7.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 17 18 12 40 66 51 38 46.2	1997-98 1 1 11 23 10 37 56 62 45 47.0 Dis 1997-98 40 38 18 26	1998-99 0 13 24 11 27 56 59 52 47.2 trict Cour 1998-99 40 42 16 24	1999-00 1 17 19 10 20 49 53 43 46.6 1999-00 53 30 24 19	4 14 20 17 15 42 60 43 46.5 2000-01 68 34 33 18	0.0% 7.0% 7.4% 5.0% 16.5% 27.3% 21.1% 15.7%  1996-97  13.4% 12.3% 7.1% 7.8%	1997-98 0.4% 4.5% 9.4% 4.1% 15.1% 22.9% 25.3% 18.4% Distr 1997-98 13.9% 13.2% 6.3% 9.1%	1998-99  0.0% 5.4% 9.9% 4.5% 11.2% 23.1% 24.4% 21.5%  rict Percent 1998-99  14.0% 14.7% 5.6% 8.4%	1999-00  0.5% 8.0% 9.0% 4.7% 9.4% 23.1% 25.0% 20.3%  1999-00  20.0% 11.3% 9.1% 7.2%	1.9% 6.5% 9.3% 7.9% 7.0% 19.5% 27.9% 20.0%  2000-01 23.5% 11.8% 11.4% 6.2%

Average Experience

16.6

16.7

15.5

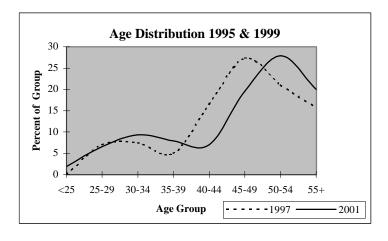
14.7

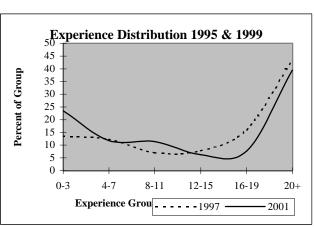
		Dis	strict Cou	nts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	18	28	69	10	-	ľL	5.7%	8.2%	20.3%	3.2%	-
Attrition from Transfers	9	3	5	0	-	_	2.8%	0.9%	1.5%	0.0%	-
Attrition from Exits	9	25	64	10	-		2.8%	7.4%	18.8%	3.2%	-
Teacher Attrition	14	24	59	9	-	I	5.2%	8.4%	20.6%	3.4%	-
Attrition from Transfers	7	3	4	0	-		2.6%	1.0%	1.4%	0.0%	-
Attrition from Exits	7	21	55	9	-		2.6%	7.3%	19.2%	3.4%	-
District Retention											
<b>Educator Retention</b>	299	312	271	304	-		94.3%	91.8%	79.7%	96.8%	-
Teacher Retention	254	263	227	256	-		94.8%	91.6%	79.4%	96.6%	-

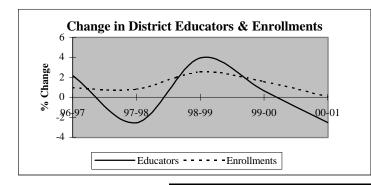
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	74.3%	8.1%	17.6%
1 Year of Experience	89.7%	0.0%	10.3%
2 Years of Experience	91.1%	2.2%	6.7%
3 Years of Experience	84.1%	0.0%	15.9%
4 Years of Experience	94.9%	0.0%	5.1%
5 Years of Experience	95.2%	0.0%	4.8%

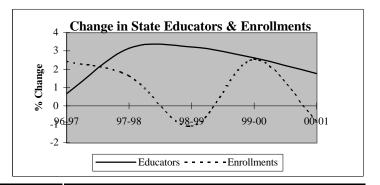
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.5%	12.6%	14.1%	17.5%	20.2%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.3%	7.3%	7.8%	8.6%	8.4%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.6%	0.6%	1.2%	0.6%	1.2%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.5%	89.7%	91.5%	86.3%	89.6%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.3%	0.3%	0.3%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.6%	9.4%	7.1%	12.7%	9.2%		8.6%	9.3%	9.4%	11.0%	10.3%









	District					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	14.4	14.9	14.7	14.9	15.3	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	16.7	17.3	17.2	17.4	17.9	19.2	18.8	18.1	18.0	17.6	
Change in Educators	10	-12	18	3	-12	-	-	-	-	-	
% Change in Educators	2.2%	-2.6%	4.0%	0.6%	-2.5%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	63	54	173	111	6	-	-	-	-	-	
% Change in Enrollment:	0.9%	0.8%	2.5%	1.6%	0.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.4%	0.4%	0.4%	8.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	6.0%	5.5%	6.1%	5.9%	5.6%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	7.5%	8.1%	8.2%	8.4%	9.1%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.4%	0.2%	0.4%	0.4%	0.5%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	14.3%	12.0%	17.2%	17.9%	15.4%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.7	45.3	45.9	46.3	47.2	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.4	16.1	16.1	15.8	16.1	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,342	29,548	30,462	31,635	31,935	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.5%	0.3%	0.5%	0.5%	0.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	72.0%	71.8%	71.4%	73.5%	72.5%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	12.6%	13.5%	13.1%	12.3%	12.4%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	0.7%	na	0.8%	0.7%	0.7%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.3%	0.7%	2.3%	2.7%	2.4%	1.7%	1.6%	1.8%	1.8%	1.8%	
_											

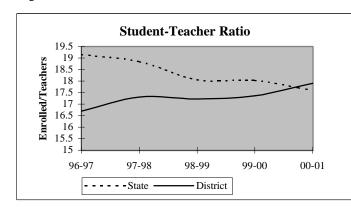
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	467	455	473	476	464		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	436	440	439	444	436		93.4%	96.7%	92.8%	93.3%	94.0%
Newly Hired	31	15	34	32	28		6.6%	3.3%	7.2%	6.7%	6.0%
Transfers In	6	6	2	3	4		19.4%	40.0%	5.9%	9.4%	14.3%
Reentrants	8	1	16	6	4		25.8%	6.7%	47.1%	18.8%	14.3%
First Time Educators	17	8	16	23	20		54.8%	53.3%	47.1%	71.9%	71.4%
Total Exiting Next Year	27	16	29	40	-		5.8%	3.5%	6.1%	8.4%	-
Transfers Out	4	1	2	10	-		14.8%	6.3%	6.9%	25.0%	-
Leave Tennessee Educ.	23	15	27	30	-		85.2%	93.8%	93.1%	75.0%	-

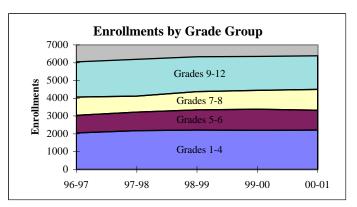
Dynamics Rates	District Rates									
District Attrition	5.8%	3.5%	6.1%	8.4%	-					
Transfers In/Out	1.50	6.00	1.00	0.30	-					

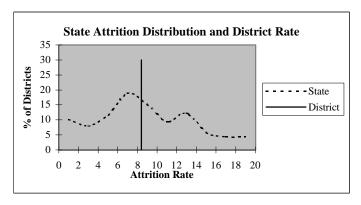
# District Report for: CAMPBELL COUNTY

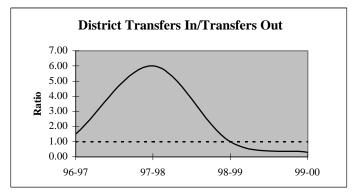
		Dist	rict Count	S		District Percentages						
Profile by Position	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	467	455	473	476	464	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	28	25	29	28	26	6.0%	5.5%	6.1%	5.9%	5.6%		
Professional Staff	35	37	39	40	42	7.5%	8.1%	8.2%	8.4%	9.1%		
Total Teachers	404	393	405	408	396	86.5%	86.4%	85.6%	85.7%	85.3%		
Special Education	51	53	53	50	49	12.6%	13.5%	13.1%	12.3%	12.4%		
Pre-K & Kindergarten	29	28	30	31	28	7.2%	7.1%	7.4%	7.6%	7.1%		
Elementary (1-4)	157	152	152	154	141	38.9%	38.7%	37.5%	37.7%	35.6%		
Middle School (5-6)	35	32	34	34	35	8.7%	8.1%	8.4%	8.3%	8.8%		
Jr. High (7-8)	35	32	36	42	39	8.7%	8.1%	8.9%	10.3%	9.8%		
High School (9-12)	97	96	100	97	104	24.0%	24.4%	24.7%	23.8%	26.3%		
Business	5	5	5	6	6	5.2%	5.2%	5.0%	6.2%	5.8%		
Language Arts	12	11	11	11	13	12.4%	11.5%	11.0%	11.3%	12.5%		
Social Studies	8	8	8	7	9	8.2%	8.3%	8.0%	7.2%	8.7%		
Foreign Language	2	3	3	3	3	2.1%	3.1%	3.0%	3.1%	2.9%		
Mathematics	9	9	10	10	11	9.3%	9.4%	10.0%	10.3%	10.6%		
Science	8	10	11	11	12	8.2%	10.4%	11.0%	11.3%	11.5%		
Vocational Education	28	27	29	29	28	28.9%	28.1%	29.0%	29.9%	26.9%		
Other High School	25	23	23	20	22	25.8%	24.0%	23.0%	20.6%	21.2%		

Total Enrollments	6,747	6,801	6,974	7,085	7,091	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	545	557	583	541	521	8.1%	8.2%	8.4%	7.6%	7.3%
Grades 1-4	2,046	2,184	2,218	2,193	2,210	30.3%	32.1%	31.8%	31.0%	31.2%
Grades 5-6	992	1,033	1,126	1,189	1,120	14.7%	15.2%	16.1%	16.8%	15.8%
Grades 7-8	1,024	905	1,027	1,058	1,162	15.2%	13.3%	14.7%	14.9%	16.4%
Grades 9-12	1,980	2,074	1,961	1,910	1,905	29.3%	30.5%	28.1%	27.0%	26.9%
Ungraded	160	48	59	194	173	2.4%	0.7%	0.8%	2.7%	2.4%









		Distr	rict Counts	s		District Percentages				
Profile by	1996-97 19	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	28	25	29	28	26	6.2%	5.7%	6.4%	6.2%	5.9%
White - Females	4	3	5	5	4	14.3%	12.0%	17.2%	17.9%	15.4%
White - Males	24	22	24	23	22	85.7%	88.0%	82.8%	82.1%	84.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	35	37	39	39	41	7.8%	8.5%	8.6%	8.6%	9.3%
White - Females	25	24	27	28	32	71.4%	64.9%	69.2%	71.8%	78.0%
White - Males	10	13	12	11	9	28.6%	35.1%	30.8%	28.2%	22.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	388	375	383	388	374	86.0%	85.8%	84.9%	85.3%	84.8%
White - Females	279	271	276	289	276	71.9%	72.3%	72.1%	74.5%	73.8%
White - Males	107	103	105	97	96	27.6%	27.5%	27.4%	25.0%	25.7%
Black - Females	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Black - Males Other - Females	1	0	0	0	0	0.3% 0.0%	0.0% 0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1 0	1 0	1 0	0.0%	0.0%	0.3% 0.0%	0.3% 0.0%	0.3% 0.0%
Other - Wates	U	U	U	U	U	0.070	0.070	0.070	0.070	0.070
Age Distribution		Distr	rict Counts	S			Distr	ict Percenta	nges	
Teachers by Age Group	1996-97 19				000-01	1996-97	1997-98		1999-00	2000-01
Up to 24	5					1.4%				0.9%
25-29		5	4	4	3	1.4%	1.4%	1.1%	1.1%	0.270
		5 14	4 12		_		1.4% 3.9%	1.1% 3.4%	1.1% 4.3%	
	18 32	14	12	15	9	4.9%	3.9%	3.4%	4.3%	2.8%
30-34 35-39	18				_			3.4% 8.1%		
30-34	18 32	14 30	12 29	15 25	9 20	4.9% 8.8%	3.9% 8.4%	3.4%	4.3% 7.2%	2.8% 6.2%
30-34 35-39	18 32 43	14 30 44	12 29 40	15 25 35	9 20 32	4.9% 8.8% 11.8%	3.9% 8.4% 12.3%	3.4% 8.1% 11.2%	4.3% 7.2% 10.1%	2.8% 6.2% 10.0%
30-34 35-39 40-45	18 32 43 73	14 30 44 63	12 29 40 63	15 25 35 59	9 20 32 45	4.9% 8.8% 11.8% 20.0%	3.9% 8.4% 12.3% 17.5%	3.4% 8.1% 11.2% 17.7%	4.3% 7.2% 10.1% 17.0%	2.8% 6.2% 10.0% 14.0%
30-34 35-39 40-45 45-49	18 32 43 73 75	14 30 44 63 78	12 29 40 63 75	15 25 35 59 75	9 20 32 45 73	4.9% 8.8% 11.8% 20.0% 20.5%	3.9% 8.4% 12.3% 17.5% 21.7%	3.4% 8.1% 11.2% 17.7% 21.1%	4.3% 7.2% 10.1% 17.0% 21.6%	2.8% 6.2% 10.0% 14.0% 22.7%
30-34 35-39 40-45 45-49 50-54 55+	18 32 43 73 75 68 51	14 30 44 63 78 71 54	12 29 40 63 75 73 60	15 25 35 59 75 69 66	9 20 32 45 73 64 75	4.9% 8.8% 11.8% 20.0% 20.5% 18.6%	3.9% 8.4% 12.3% 17.5% 21.7% 19.8%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5%	4.3% 7.2% 10.1% 17.0% 21.6% 19.8%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9%
30-34 35-39 40-45 45-49 50-54	18 32 43 73 75 68	14 30 44 63 78 71	12 29 40 63 75 73	15 25 35 59 75 69	9 20 32 45 73 64	4.9% 8.8% 11.8% 20.0% 20.5% 18.6%	3.9% 8.4% 12.3% 17.5% 21.7% 19.8%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5%	4.3% 7.2% 10.1% 17.0% 21.6% 19.8%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9%
30-34 35-39 40-45 45-49 50-54 55+	18 32 43 73 75 68 51	14 30 44 63 78 71 54	12 29 40 63 75 73 60	15 25 35 59 75 69 66	9 20 32 45 73 64 75	4.9% 8.8% 11.8% 20.0% 20.5% 18.6%	3.9% 8.4% 12.3% 17.5% 21.7% 19.8%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5%	4.3% 7.2% 10.1% 17.0% 21.6% 19.8%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9%
30-34 35-39 40-45 45-49 50-54 55+ Average Age	18 32 43 73 75 68 51	14 30 44 63 78 71 54 45.3	12 29 40 63 75 73 60 45.9	15 25 35 59 75 69 66 46.3	9 20 32 45 73 64 75	4.9% 8.8% 11.8% 20.0% 20.5% 18.6%	3.9% 8.4% 12.3% 17.5% 21.7% 19.8% 15.0%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5% 16.9%	4.3% 7.2% 10.1% 17.0% 21.6% 19.8% 19.0%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9%
30-34 35-39 40-45 45-49 50-54 55+ Average Age	18 32 43 73 75 68 51 44.7	14 30 44 63 78 71 54 45.3	12 29 40 63 75 73 60 45.9	15 25 35 59 75 69 66 46.3	9 20 32 45 73 64 75 47.2	4.9% 8.8% 11.8% 20.0% 20.5% 18.6%	3.9% 8.4% 12.3% 17.5% 21.7% 19.8% 15.0%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5%	4.3% 7.2% 10.1% 17.0% 21.6% 19.8% 19.0%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9% 23.4%
30-34 35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience	18 32 43 73 75 68 51 44.7	14 30 44 63 78 71 54 45.3	12 29 40 63 75 73 60 45.9	15 25 35 59 75 69 66 46.3	9 20 32 45 73 64 75 47.2	4.9% 8.8% 11.8% 20.0% 20.5% 18.6% 14.0%	3.9% 8.4% 12.3% 17.5% 21.7% 19.8% 15.0%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5% 16.9%	4.3% 7.2% 10.1% 17.0% 21.6% 19.8% 19.0%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9% 23.4% 2000-01
30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	18 32 43 73 75 68 51 44.7	14 30 44 63 78 71 54 45.3 Distr 997-98 1	12 29 40 63 75 73 60 45.9	15 25 35 59 75 69 66 46.3	9 20 32 45 73 64 75 47.2	4.9% 8.8% 11.8% 20.0% 20.5% 18.6% 14.0%	3.9% 8.4% 12.3% 17.5% 21.7% 19.8% 15.0% Distr 1997-98	3.4% 8.1% 11.2% 17.7% 21.1% 20.5% 16.9% ict Percenta 1998-99	4.3% 7.2% 10.1% 17.0% 21.6% 19.8% 19.0%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9% 23.4% 2000-01 15.4%
30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	18 32 43 73 75 68 51 44.7	14 30 44 63 78 71 54 45.3 Distr 997-98 1 44 54	12 29 40 63 75 73 60 45.9 sict Counts 998-99 1	15 25 35 59 75 69 66 46.3 s 999-00 2 54 53	9 20 32 45 73 64 75 47.2	4.9% 8.8% 11.8% 20.0% 20.5% 18.6% 14.0% 1996-97	3.9% 8.4% 12.3% 17.5% 21.7% 19.8% 15.0% Distr 1997-98 11.2% 13.7%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5% 16.9% ict Percenta 1998-99	4.3% 7.2% 10.1% 17.0% 21.6% 19.8% 19.0%  13.2% 13.2% 13.0%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9% 23.4% 2000-01 15.4% 9.8%
30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	18 32 43 73 75 68 51 44.7	14 30 44 63 78 71 54 45.3 Distr 997-98 1	12 29 40 63 75 73 60 45.9	15 25 35 59 75 69 66 46.3	9 20 32 45 73 64 75 47.2	4.9% 8.8% 11.8% 20.0% 20.5% 18.6% 14.0% 1996-97 13.6% 12.9% 11.9%	3.9% 8.4% 12.3% 17.5% 21.7% 19.8% 15.0% Distr 1997-98 11.2% 13.7% 10.7%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5% 16.9%  ict Percenta 1998-99 11.4% 14.1% 11.6%	4.3% 7.2% 10.1% 17.0% 21.6% 19.8% 19.0%  13.2% 13.0% 11.5%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9% 23.4% 2000-01 15.4% 9.8% 11.1%
30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	18 32 43 73 75 68 51 44.7	14 30 44 63 78 71 54 45.3 Distr 997-98 1 44 54 42	12 29 40 63 75 73 60 45.9 rict Counts 998-99 1 46 57 47	15 25 35 59 75 69 66 46.3 s 999-00 2 54 53 47	9 20 32 45 73 64 75 47.2	4.9% 8.8% 11.8% 20.0% 20.5% 18.6% 14.0% 1996-97	3.9% 8.4% 12.3% 17.5% 21.7% 19.8% 15.0% Distr 1997-98 11.2% 13.7%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5% 16.9% ict Percenta 1998-99	4.3% 7.2% 10.1% 17.0% 21.6% 19.8% 19.0%  13.2% 13.2% 13.0%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9% 23.4% 2000-01 15.4% 9.8%
30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	18 32 43 73 75 68 51 44.7	14 30 44 63 78 71 54 45.3 Distr 997-98 1 44 54 42 49	12 29 40 63 75 73 60 45.9 rict Counts 998-99 1 46 57 47 44	15 25 35 59 75 69 66 46.3 s 999-00 2 54 53 47 48	9 20 32 45 73 64 75 47.2	4.9% 8.8% 11.8% 20.0% 20.5% 18.6% 14.0% 1996-97 13.6% 12.9% 11.9% 13.4%	3.9% 8.4% 12.3% 17.5% 21.7% 19.8% 15.0%  Distr 1997-98 11.2% 13.7% 10.7% 12.5%	3.4% 8.1% 11.2% 17.7% 21.1% 20.5% 16.9%  ict Percenta 1998-99 11.4% 14.1% 11.6% 10.9%	4.3% 7.2% 10.1% 17.0% 21.6% 19.8% 19.0%  13.2% 13.0% 11.5% 11.8%	2.8% 6.2% 10.0% 14.0% 22.7% 19.9% 23.4%  2000-01  15.4% 9.8% 11.1% 12.4%

Average Experience

15.4

16.1

15.8

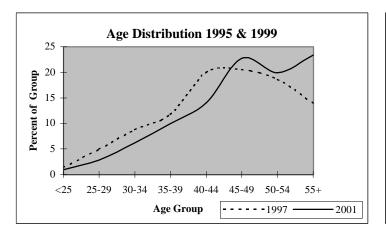
16.1

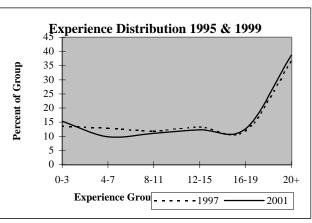
		District Counts					District Rates				
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01	_1	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	27	16	29	40	-		5.8%	3.5%	6.1%	8.4%	-
Attrition from Transfers	4	1	2	10	-		0.9%	0.2%	0.4%	2.1%	-
Attrition from Exits	23	15	27	30	-		4.9%	3.3%	5.7%	6.3%	-
Teacher Attrition	22	13	25	33	-		5.4%	3.3%	6.2%	8.1%	-
Attrition from Transfers	4	1	2	7	-		1.0%	0.3%	0.5%	1.7%	-
Attrition from Exits	18	12	23	26	-		4.5%	3.1%	5.7%	6.4%	-
District Retention											
<b>Educator Retention</b>	440	439	444	436	-		94.2%	96.5%	93.9%	91.6%	-
Teacher Retention	382	380	380	375	-		94.6%	96.7%	93.8%	91.9%	-

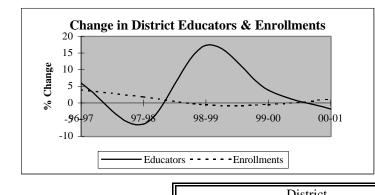
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	78.0%	8.5%	13.4%
1 Year of Experience	86.2%	1.7%	12.1%
2 Years of Experience	96.0%	2.0%	2.0%
3 Years of Experience	95.0%	0.0%	5.0%
4 Years of Experience	95.6%	1.5%	2.9%
5 Years of Experience	94.2%	2.9%	2.9%

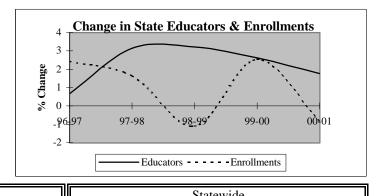
	Statewic	de Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages			Statev	vide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	7.0%	8.3%	10.9%	11.8%	12.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.5%	3.7%	5.3%	4.6%	4.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.2%	1.5%	0.8%	1.9%	0.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.4%	96.3%	92.4%	92.0%	94.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.4%	2.0%	6.8%	6.1%	5.2%	8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	15.1	16.4	13.9	13.3	13.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.3	19.8	16.4	15.8	16.1	19.2	18.8	18.1	18.0	17.6	
Change in Educators	8	-9	23	6	-3	-	-	-	-	-	
% Change in Educators	6.0%	-6.3%	17.3%	3.8%	-1.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	81	40	-13	-11	25	-	-	-	-	-	
% Change in Enrollment:	3.9%	1.9%	-0.6%	-0.5%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.7%	0.8%	0.6%	0.0%	13.8%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	6.3%	6.0%	5.1%	5.6%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	11.3%	11.3%	10.3%	9.9%	8.8%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.4%	0.8%	0.7%	1.3%	1.3%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	44.4%	37.5%	37.5%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	39.7	40.2	40.3	39.6	39.0	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.8	12.1	11.3	10.8	10.8	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,503	29,708	30,427	31,607	30,016	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.8%	0.9%	0.8%	1.5%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	77.8%	79.1%	78.8%	78.8%	79.4%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	14.5%	10.9%	12.9%	10.2%	11.0%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	2.3%	na	1.9%	1.8%	1.4%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.4%	0.6%	0.3%	0.7%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

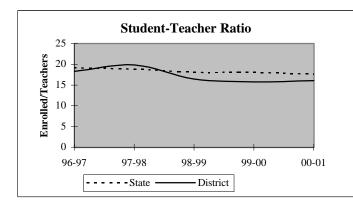
		Di	strict Cou	nts			Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	142	133	156	162	159	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	124	120	133	137	137	87.3%	90.2%	85.3%	84.6%	86.2%
Newly Hired	18	13	23	25	22	12.7%	9.8%	14.7%	15.4%	13.8%
Transfers In	1	4	6	5	5	5.6%	30.8%	26.1%	20.0%	22.7%
Reentrants	8	1	4	7	4	44.4%	7.7%	17.4%	28.0%	18.2%
First Time Educators	9	8	13	13	13	50.0%	61.5%	56.5%	52.0%	59.1%
Total Exiting Next Year	22	0	19	25	-	15.5%	0.0%	12.2%	15.4%	-
Transfers Out	3	0	6	6	-	13.6%	0.0%	31.6%	24.0%	-
Leave Tennessee Educ.	19	0	13	19	-	86.4%	0.0%	68.4%	76.0%	-

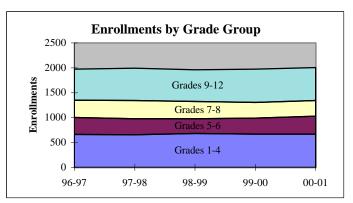
Dynamics Rates	District Rates									
District Attrition	15.5%	0.0%	12.2%	15.4%	-					
Transfers In/Out	0.33	nc	1.00	0.83	-					

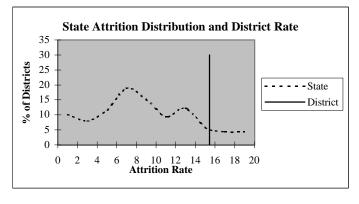
# District Report for: CANNON COUNTY

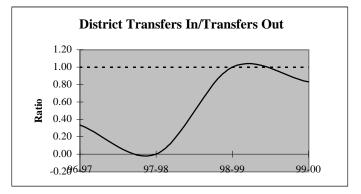
		Dis	trict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	142	133	156	162	159	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	9	8	8	9	9	6.3%	6.0%	5.1%	5.6%	5.7%	
Professional Staff	16	15	16	16	14	11.3%	11.3%	10.3%	9.9%	8.8%	
Total Teachers	117	110	132	137	136	82.4%	82.7%	84.6%	84.6%	85.5%	
Special Education	17	12	17	14	15	14.5%	10.9%	12.9%	10.2%	11.0%	
Pre-K & Kindergarten	8	7	9	7	11	6.8%	6.4%	6.8%	5.1%	8.1%	
Elementary (1-4)	39	39	47	52	52	33.3%	35.5%	35.6%	38.0%	38.2%	
Middle School (5-6)	15	16	18	20	20	12.8%	14.5%	13.6%	14.6%	14.7%	
Jr. High (7-8)	11	11	12	15	14	9.4%	10.0%	9.1%	10.9%	10.3%	
High School (9-12)	27	25	29	29	24	23.1%	22.7%	22.0%	21.2%	17.6%	
Business	1	1	1	1	1	3.7%	4.0%	3.4%	3.4%	4.2%	
Language Arts	3	4	4	4	3	11.1%	16.0%	13.8%	13.8%	12.5%	
Social Studies	5	4	4	4	3	18.5%	16.0%	13.8%	13.8%	12.5%	
Foreign Language	1	1	2	2	2	3.7%	4.0%	6.9%	6.9%	8.3%	
Mathematics	4	3	3	4	4	14.8%	12.0%	10.3%	13.8%	16.7%	
Science	2	2	3	2	2	7.4%	8.0%	10.3%	6.9%	8.3%	
Vocational Education	4	4	5	5	3	14.8%	16.0%	17.2%	17.2%	12.5%	
Other High School	7	6	7	7	6	25.9%	24.0%	24.1%	24.1%	25.0%	
Total Enrollments	2,143	2,183	2,170	2,159	2,184	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	2,143	2,183	2,170	2,159	2,184	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	162	178	198	168	161	7.6%	8.2%	9.1%	7.8%	7.4%
Grades 1-4	659	657	683	667	668	30.8%	30.1%	31.5%	30.9%	30.6%
Grades 5-6	345	319	296	324	362	16.1%	14.6%	13.6%	15.0%	16.6%
Grades 7-8	343	370	342	312	312	16.0%	16.9%	15.8%	14.5%	14.3%
Grades 9-12	623	646	638	673	666	29.1%	29.6%	29.4%	31.2%	30.5%
Ungraded	11	13	13	15	15	0.5%	0.6%	0.6%	0.7%	0.7%









	T .	District Counts					D:	iot Domanii	200	1
Ductile has	1996-97 1				2000 01	1006.07		ict Percenta		2000 01
Profile by	1990-9/ I	77 / <b>-</b> 98 .	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	0	0	0	0	0	6.50/	C 10/	<b>5.0</b> 0/	<i>5.70</i> /	<b>7.00</b> /
Administrative	9	8	8	9	9	6.5%	6.1%	5.2%	5.7%	5.9%
White - Females	4	3	3	3	3	44.4%	37.5%	37.5%	33.3%	33.3%
White - Males	5	5	5	6	6	55.6%	62.5%	62.5%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	15	16	15	13	11.5%	11.5%	10.5%	9.5%	8.6%
White - Females	13	12	13	12	11	81.3%	80.0%	81.3%	80.0%	84.6%
White - Males	3	3	3	3	2	18.8%	20.0%	18.8%	20.0%	15.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	114	108	129	134	130	82.0%	82.4%	84.3%	84.8%	85.5%
White - Females	89	86	102	105	105	78.1%	79.6%	79.1%	78.4%	80.8%
White - Males	23	21	26	27	23	20.2%	19.4%	20.2%	20.1%	17.7%
Black - Females	2	1	1	1	1	1.8%	0.9%	0.8%	0.7%	0.8%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.7%	0.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution			rict Cou					ict Percenta		
Teachers by Age Group	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	2	3	4	0.9%	1.0%	1.7%	2.5%	3.4%
25-29	24	19	22	24	23	22.4%	19.0%	18.6%	20.2%	19.8%
30-34	12	11	16	17	22	11.2%	11.0%	13.6%	14.3%	19.0%
35-39	13	15	13	12	13	12.1%	15.0%	11.0%	10.1%	11.2%
40-45	20	17	22	20	13	18.7%	17.0%	18.6%	16.8%	11.2%
45-49	20	20	15	17	16	18.7%	20.0%	12.7%	14.3%	13.8%
50-54	12	12	23	21	20	11.2%	12.0%	19.5%	17.6%	17.2%
55+	5	5	5	5	5	4.7%	5.0%	4.2%	4.2%	4.3%
Average Age	39.7	40.2	40.3	39.6	39.0					
Tronge rige	57.1	10.2	10.5	37.0	37.0					
Experience Distribution		Dist	rict Cou	nts	1		Distr	rict Percenta	ages	
Teachers by Experience	1996-97 1				2000.01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	31	28	40	48		26.5%	25.5%	30.3%		34.6%
0-3 Years 4-7 Years	20	28 21	24	48 21	47 17	26.5% 17.1%		30.3% 18.2%	35.0% 15.3%	
8-11 Years	18	21 14	24 14	14	21		19.1% 12.7%		15.3% 10.2%	12.5%
8-11 Years 12-15 Years	18 7	8	12	15	21 14	15.4% 6.0%	7.3%	10.6% 9.1%	10.2%	15.4%
12-15 Years 16-19 Years	10	8 10	7						4.4%	10.3% 4.4%
10-19 1 cars	10 21	20	/ 25	6	6	8.5%	9.1%	5.3%	4.4% 24.1%	4.4% 22.8%

20+ Years

Average Experience

33

10.8

31

10.8

26.5%

35

11.3

31

11.8

29

12.1

22.8%

24.1%

26.5%

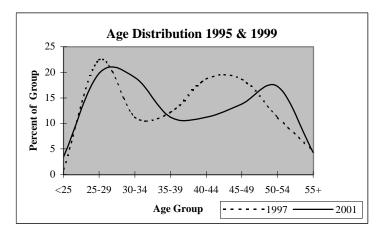
26.4%

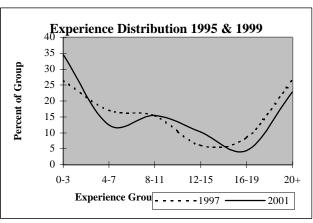
		Di	strict Cou	nts			_	D	istrict Rate	es	_
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	22	0	19	25	-	ľ	15.5%	0.0%	12.2%	15.4%	-
Attrition from Transfers	3	0	6	6	-		2.1%	0.0%	3.8%	3.7%	-
Attrition from Exits	19	0	13	19	-		13.4%	0.0%	8.3%	11.7%	-
Teacher Attrition	21	0	17	21	-	I	17.9%	0.0%	12.9%	15.3%	-
Attrition from Transfers	3	0	6	6	-		2.6%	0.0%	4.5%	4.4%	-
Attrition from Exits	18	0	11	15	-		15.4%	0.0%	8.3%	10.9%	-
District Retention											
<b>Educator Retention</b>	120	133	137	137	-		84.5%	100.0%	87.8%	84.6%	-
Teacher Retention	96	110	115	116	-		82.1%	100.0%	87.1%	84.7%	-

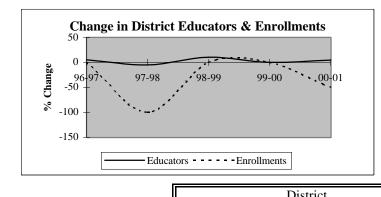
Teacher Retention	D:	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	78.8%	11.5%	9.6%
1 Year of Experience	78.7%	12.8%	8.5%
2 Years of Experience	87.8%	0.0%	12.2%
3 Years of Experience	81.1%	5.4%	13.5%
4 Years of Experience	77.8%	3.7%	18.5%
5 Years of Experience	92.6%	0.0%	7.4%

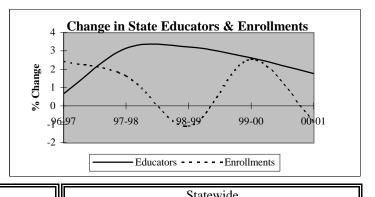
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ct Percent	ages		Statewide Percentages					es		
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	11.8%	15.8%	20.7%	26.9%	28.8%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	9.9%	13.5%	17.7%	18.0%	17.2%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	2.1%	2.3%	2.6%	1.9%	1.9%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	85.2%	90.2%	85.3%	85.2%	87.4%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.8%	0.0%	0.6%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	12.7%	6.8%	12.2%	12.3%	10.7%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	·s									<del></del> _	
Student to Educator Ratio	0.8	0.0	0.5	0.5	0.2	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	1.2	0.0	0.8	0.8	0.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	1	-1	2	0	1	-	-	-	-	-	
% Change in Educators	5.3%	-5.0%	10.5%	0.0%	4.8%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	15	-15	10	0	-5	-	-	-	-	-	
% Change in Enrollments	#######	-100.0%	#######	0.0%	-50.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	4.8%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	15.0%	15.8%	14.3%	19.0%	13.6%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	20.0%	21.1%	28.6%	19.0%	22.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	6.3%	6.3%	5.6%	5.9%	5.6%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	66.7%	66.7%	66.7%	75.0%	100.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	45.6	48.1	49.1	50.1	51.3	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.7	13.4	14.4	14.0	15.8	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,756	30,241	31,609	31,097	33,009	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	11.1%	11.1%	11.1%	11.1%	10.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	53.8%	58.3%	58.3%	53.8%	50.0%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	15.4%	16.7%	16.7%	15.4%	14.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	20.8%	na	21.7%	25.9%	18.8%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.0%	0.0%	0.0%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%	

		Dis	strict Cou	nts				Distr	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	20	19	21	21	22		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	19	19	19	19		85.0%	100.0%	90.5%	90.5%	86.4%
Newly Hired	3	0	2	2	3		15.0%	0.0%	9.5%	9.5%	13.6%
Transfers In	1	0	0	0	1	_	33.3%	0.0%	0.0%	0.0%	33.3%
Reentrants	0	0	2	0	0		0.0%	0.0%	100.0%	0.0%	0.0%
First Time Educators	2	0	0	2	2		66.7%	0.0%	0.0%	100.0%	66.7%
Total Exiting Next Year	1	0	2	2	-		5.0%	0.0%	9.5%	9.5%	-
Transfers Out	0	0	1	1	-		0.0%	0.0%	50.0%	50.0%	=
Leave Tennessee Educ.	1	0	1	1	-		100.0%	0.0%	50.0%	50.0%	-

Dynamics Rates	District Rates							
District Attrition	5.0%	0.0%	9.5%	9.5%	=			
Transfers In/Out	nc	nc	0.00	0.00	-			

# District Report for: CARROLL COUNTY

		Distri			Distr	ict Percenta	ages			
Profile by Position	1996-97 19	97-98 19	98-99 19	99-00 20	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	20	19	21	21	22	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	4	3	15.0%	15.8%	14.3%	19.0%	13.6%
Professional Staff	4	4	6	4	5	20.0%	21.1%	28.6%	19.0%	22.7%
Total Teachers	13	12	12	13	14	65.0%	63.2%	57.1%	61.9%	63.6%
Special Education	2	2	2	2	2	15.4%	16.7%	16.7%	15.4%	14.3%
Pre-K & Kindergarten	1	1	1	1	1	7.7%	8.3%	8.3%	7.7%	7.1%
Elementary (1-4)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Middle School (5-6)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	10	9	9	10	11	76.9%	75.0%	75.0%	76.9%	78.6%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	10	9	9	10	10	100.0%	100.0%	100.0%	100.0%	90.9%
Other High School	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
Total Enrollments	15	0	10	10	5	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 1-4	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

0

0

10

0

0

0

5

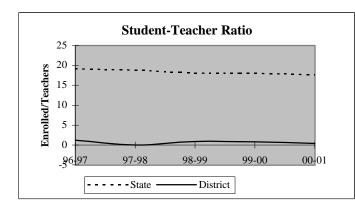
0

0.0%

0.0%

0.0%

100.0%



0

0

15

0

0

0

0

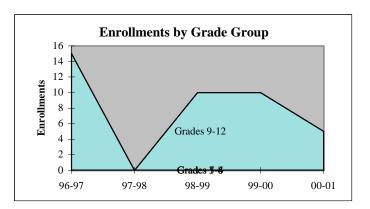
0

0

0

10

0



0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

100.0%

0.0%

0.0%

0.0%

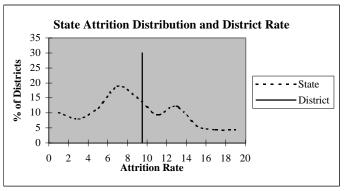
100.0%

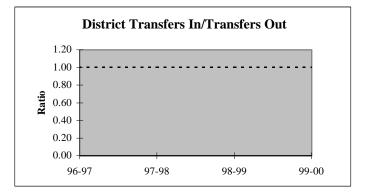
0.0%

0.0%

0.0%

100.0%





Grades 5-6

Grades 7-8

Ungraded

Grades 9-12

		Distr	ict Counts	<u> </u>			Distr	ict Percenta	ages	
Profile by	1996-97 1				000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u></u>			4	
Administrative	3	3	3	4	3	18.8%	18.8%	16.7%	23.5%	16.7%
White - Females	2	2	2	3	3	66.7%	66.7%	66.7%	75.0%	100.0%
White - Males	1	1	1	1	0	33.3%	33.3%	33.3%	25.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	4	4	6	4	5	25.0%	25.0%	33.3%	23.5%	27.8%
White - Females	3	3	5	3	4	75.0%	75.0%	83.3%	75.0%	80.0%
White - Males	1	1	1	1	1	25.0%	25.0%	16.7%	25.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	9	9	9	9	10	56.3%	56.3%	50.0%	52.9%	55.6%
White - Females	5	5	5	5	5	55.6%	55.6%	55.6%	55.6%	50.0%
White - Males	3	3	3	3	4	33.3%	33.3%	33.3%	33.3%	40.0%
Black - Females	1	1	1	1	1	11.1%	11.1%	11.1%	11.1%	10.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A Division of		D: .			<del></del> 11		D: .			
Age Distribution	1006.07		ict Counts		000.01	1006.07		ict Percenta		2000.01
Teachers by Age Group	1996-97 1			999-00 20		<u> </u>	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
30-34	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
35-39	1	1	1	1	1	11.1%	12.5%	12.5%	12.5%	11.1%
40-45	2	1	1	0	0	22.2%	12.5%	12.5%	0.0%	0.0%
45-49	2	2	2	2	2	22.2%	25.0%	25.0%	25.0%	22.2%
50-54	2	2	2	3	3	22.2%	25.0%	25.0%	37.5%	33.3%
55+	1	2	2	2	3	11.1%	25.0%	25.0%	25.0%	33.3%
Average Age	45.6	48.1	49.1	50.1	51.3					
п т	I <del></del>	~.			<del></del> 11		<u></u>	· . D		<del></del> 1
Experience Distribution	1001 - 1		ict Counts			100:		ict Percenta		2005 51
Teachers by Experience	1996-97	997-98 1	998-99 19	999-00 20	000-01	الـــــــــــال	1997-98	1998-99	1999-00	2000-01
0-3 Years	4	3	2	2	2	30.8%	25.0%	16.7%	15.4%	14.3%
4-7 Years	1	1	2	2	2	7.7%	8.3%	16.7%	15.4%	14.3%
8-11 Years	2	1	1	1	1	15.4%	8.3%	8.3%	7.7%	7.1%
12-15 Years	1	2	2	2	2	7.7%	16.7%	16.7%	15.4%	14.3%

16-19 Years

Average Experience

20+ Years

4

14.0

1

6

15.8

7.7%

30.8%

1

4

14.4

1

11.7

1

13.4

7.1%

42.9%

8.3%

33.3%

8.3%

33.3%

15.4%

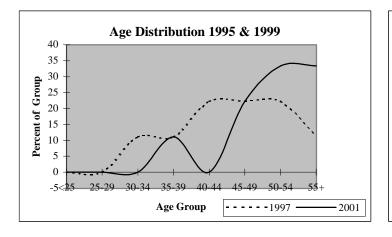
30.8%

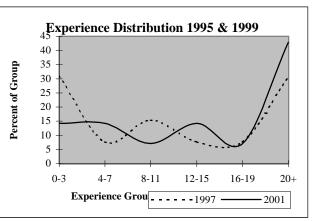
		Di	strict Cou	nts			Γ	District Rate	es	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	1	0	2	2	-	5.0%	0.0%	9.5%	9.5%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	4.8%	4.8%	-
Attrition from Exits	1	0	1	1	-	5.0%	0.0%	4.8%	4.8%	-
Teacher Attrition	1	0	1	1	-	7.7%	0.0%	8.3%	7.7%	-
Attrition from Transfers	0	0	0	0	-	0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	0	1	1	-	7.7%	0.0%	8.3%	7.7%	-
District Retention										
<b>Educator Retention</b>	19	19	19	19	-	95.0%	100.0%	90.5%	90.5%	-
Teacher Retention	12	12	11	12	-	92.3%	100.0%	91.7%	92.3%	-
	-				_					•
Teacher Retention		D:	istrict Rat	es			Statewic	de Rates		

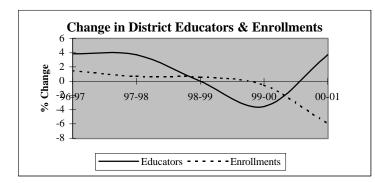
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	75.0%	0.0%	25.0%
1 Year of Experience	100.0%	0.0%	0.0%
2 Years of Experience	60.0%	0.0%	40.0%
3 Years of Experience	66.7%	0.0%	33.3%
4 Years of Experience	100.0%	0.0%	0.0%
5 Years of Experience	100.0%	0.0%	0.0%

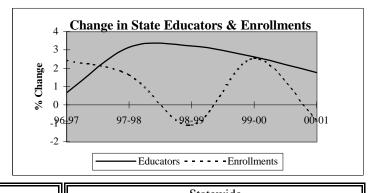
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

	District Percentages							Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	18.2%	19.0%	13.6%	16.7%	13.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.0%	0.0%	0.0%	0.0%	0.0%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.0%	100.0%	90.5%	90.5%	90.9%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.0%	0.0%	9.5%	9.5%	9.1%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S	·					·		·	•
Student to Educator Ratio	16.4	16.0	16.1	16.6	15.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.7	18.6	19.1	19.4	17.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	2	0	-2	2	-	-	-	-	-
% Change in Educators	3.8%	3.7%	0.0%	-3.6%	3.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	13	6	5	-5	-53	-	-	-	-	-
% Change in Enrollment:	1.5%	0.7%	0.6%	-0.6%	-5.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.6%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.6%	3.6%	5.4%	5.6%	5.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.1%	10.7%	10.7%	9.3%	10.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	5.6%	5.6%	5.5%	5.7%	5.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	33.3%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.4	44.5	43.5	45.1	44.5	43.3	43.5	43.6	43.7	43.9
Average Experience	15.0	15.1	14.6	16.0	15.7	13.8	13.7	13.7	13.4	13.3
Average Salary	28,922	28,804	29,993	31,398	31,231	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	6.7%	6.5%	6.5%	6.7%	6.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.6%	75.0%	76.6%	73.9%	74.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.9%	8.3%	8.5%	8.7%	8.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	11.8%	na	11.7%	11.8%	12.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.3%	1.0%	1.3%	1.2%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%
_										

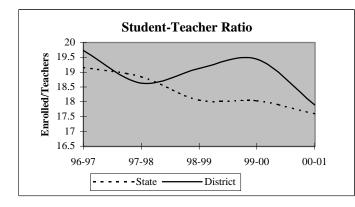
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	54	56	56	54	56		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	50	51	49	51	53		92.6%	91.1%	87.5%	94.4%	94.6%
Newly Hired	4	5	7	3	3	Ц	7.4%	8.9%	12.5%	5.6%	5.4%
Transfers In	1	1	0	1	0		25.0%	20.0%	0.0%	33.3%	0.0%
Reentrants	2	2	5	1	1		50.0%	40.0%	71.4%	33.3%	33.3%
First Time Educators	1	2	2	1	2		25.0%	40.0%	28.6%	33.3%	66.7%
Total Exiting Next Year	3	7	5	1	-	Ц	5.6%	12.5%	8.9%	1.9%	-
Transfers Out	0	4	1	0	-		0.0%	57.1%	20.0%	0.0%	=
Leave Tennessee Educ.	3	3	4	1	-		100.0%	42.9%	80.0%	100.0%	-

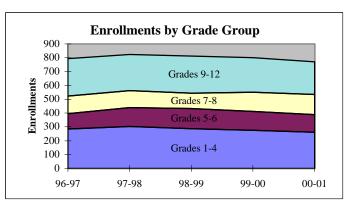
Dynamics Rates		Dis	trict Rates		
District Attrition	5.6%	12.5%	8.9%	1.9%	-
Transfers In/Out	nc	0.25	0.00	nc	-

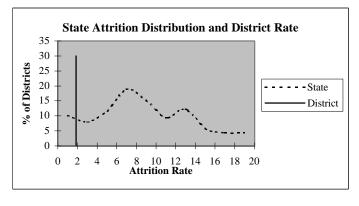
# District Report for: H ROCK BRUCETON

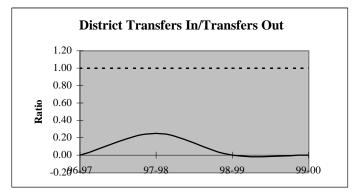
		Dis	strict Cour	its		District Percentages				
Profile by Position	1996-97 19	97-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	54	56	56	54	56	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	2	3	3	3	5.6%	3.6%	5.4%	5.6%	5.4%
Professional Staff	6	6	6	5	6	11.1%	10.7%	10.7%	9.3%	10.7%
Total Teachers	45	48	47	46	47	83.3%	85.7%	83.9%	85.2%	83.9%
Special Education	4	4	4	4	4	8.9%	8.3%	8.5%	8.7%	8.5%
Pre-K & Kindergarten	4	4	4	3	3	8.9%	8.3%	8.5%	6.5%	6.4%
Elementary (1-4)	14	16	15	15	16	31.1%	33.3%	31.9%	32.6%	34.0%
Middle School (5-6)	7	8	8	8	7	15.6%	16.7%	17.0%	17.4%	14.9%
Jr. High (7-8)	4	4	4	4	4	8.9%	8.3%	8.5%	8.7%	8.5%
High School (9-12)	12	12	12	12	13	26.7%	25.0%	25.5%	26.1%	27.7%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	1	2	2	2	2	8.3%	16.7%	16.7%	16.7%	15.4%
Social Studies	2	2	2	2	2	16.7%	16.7%	16.7%	16.7%	15.4%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	3	2	2	1	1	25.0%	16.7%	16.7%	8.3%	7.7%
Science	1	1	1	2	2	8.3%	8.3%	8.3%	16.7%	15.4%
Vocational Education	2	2	2	2	2	16.7%	16.7%	16.7%	16.7%	15.4%
Other High School	3	3	3	3	4	25.0%	25.0%	25.0%	25.0%	30.8%

Total Enrollments	888	894	899	894	841	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	84	62	73	83	64	9.5%	6.9%	8.1%	9.3%	7.6%
Grades 1-4	284	303	286	276	261	32.0%	33.9%	31.8%	30.9%	31.0%
Grades 5-6	111	136	146	135	127	12.5%	15.2%	16.2%	15.1%	15.1%
Grades 7-8	129	123	111	140	147	14.5%	13.8%	12.3%	15.7%	17.5%
Grades 9-12	270	261	270	249	236	30.4%	29.2%	30.0%	27.9%	28.1%
Ungraded	10	9	13	11	6	1.1%	1.0%	1.4%	1.2%	0.7%









District Percentages

**District Counts** 

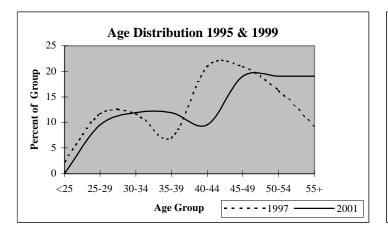
			net Coun				D10t1	ici Perceiii	4500	
Profile by	1996-97 1	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	3	2	3	3	3	5.6%	3.7%	5.5%	5.7%	5.5%
White - Females	0	0	1	1	1	0.0%	0.0%	33.3%	33.3%	33.3%
White - Males	3	2	2	2	2	100.0%	100.0%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	6	6	6	5	6	11.1%	11.1%	10.9%	9.4%	10.9%
White - Females	5	5	5	4	5	83.3%	83.3%	83.3%	80.0%	83.3%
White - Males	1	1	1	1	1	16.7%	16.7%	16.7%	20.0%	16.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	45	46	46	45	46	83.3%	85.2%	83.6%	84.9%	83.6%
White - Females	32	33	33	31	32	71.1%	71.7%	71.7%	68.9%	69.6%
White - Males	10	10	10	11	11	22.2%	21.7%	21.7%	24.4%	23.9%
Black - Females	2	2	2	2	2	4.4%	4.3%	4.3%	4.4%	4.3%
Black - Males	1	1	1	1	1	2.2%	2.2%	2.2%	2.2%	2.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Coun	ts			Distr	ict Percent	ages	
Teachers by Age Group	1996-97 1	997-98 1	.998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	0	0	1	0	2.3%	0.0%	0.0%	2.4%	0.0%
25-29	5	4	7	1	4	11.6%	9.3%	16.7%	2.4%	9.5%
30-34	5	3	3	5	5	11.6%	7.0%	7.1%	12.2%	11.9%
35-39	3	4	2	4	5	7.0%	9.3%	4.8%	9.8%	11.9%
40-45	9	9	7	7	4	20.9%	20.9%	16.7%	17.1%	9.5%
45-49	9	10	11	10	8	20.9%	23.3%	26.2%	24.4%	19.0%
50-54	7	8	5	6	8	16.3%	18.6%	11.9%	14.6%	19.0%
55+	4								17.1%	19.0%
	•	5	7	7	8	9.3%	11.6%	16.7%	1/.1/0	17.070
						9.3%	11.6%	16.7%	17.170	19.070
Average Age	42.4	5 44.5	7 43.5	7 45.1	8 44.5	9.3%	11.6%	10.7%	17.170	15.070
Average Age						9.3%	11.6%	10.7%	17.170	13.070
		44.5	43.5	45.1		9.3%				13.0%
Experience Distribution	42.4	44.5 Dist	43.5	45.1	44.5		Distr	ict Percent	ages	
Experience Distribution Teachers by Experience	42.4 1996-97 1	44.5 Dist 997-98 1	43.5 rict Coun	45.1 ts	44.5	1996-97	Distr 1997-98	ict Percent 1998-99	ages 1999-00	2000-01
Experience Distribution Teachers by Experience 0-3 Years	42.4 1996-97 1 8	44.5  Dist 997-98 1	43.5 rict County 998-99	45.1 ts 1999-00 2	44.5	1996-97 <b>1</b>	Distr 1997-98 20.8%	ict Percent 1998-99 25.5%	ages 1999-00 15.2%	2000-01 14.9%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	42.4 1996-97 1 8 5	44.5  Dist 997-98 1 10 4	43.5  rict Coun  998-99  12  6	45.1 ts 1999-00 2 7 8	44.5 2000-01 7 9	1996-97 17.8% 11.1%	Distr 1997-98 20.8% 8.3%	ict Percent 1998-99 25.5% 12.8%	ages 1999-00 15.2% 17.4%	2000-01 14.9% 19.1%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	42.4 1996-97 1 8 5 4	44.5  Dist 997-98 1  10 4 5	43.5  rict Coun  998-99  12  6  2	45.1  ts  7  8  4  4  4  4  4  4  4  4  4  4  4  4	44.5 2000-01 7 9 4	1996-97 17.8% 11.1% 8.9%	Distr 1997-98 20.8% 8.3% 10.4%	ict Percent 1998-99 25.5% 12.8% 4.3%	ages 1999-00 15.2% 17.4% 8.7%	2000-01 14.9% 19.1% 8.5%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	42.4 1996-97 1 8 5 4 4	Dist 997-98 1 10 4 5 4	43.5  rict Coun  998-99  12  6  2  3	45.1  ts  7  8  4  2	44.5 2000-01 7 9 4 4	1996-97 17.8% 11.1% 8.9% 8.9%	Distr 1997-98 20.8% 8.3% 10.4% 8.3%	ict Percent 1998-99 25.5% 12.8% 4.3% 6.4%	1999-00 15.2% 17.4% 8.7% 4.3%	2000-01 14.9% 19.1% 8.5% 8.5%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	42.4 1996-97 1 8 5 4 4 6	Dist 997-98 1 10 4 5 4 4	43.5  rict County 998-99 12 6 2 3 4	45.1  ts  1999-00 2  7  8  4  2  4	44.5 2000-01 7 9 4 4 2	1996-97 17.8% 11.1% 8.9% 8.9% 13.3%	Distr 1997-98 20.8% 8.3% 10.4% 8.3% 8.3%	1998-99 25.5% 12.8% 4.3% 6.4% 8.5%	ages 1999-00 15.2% 17.4% 8.7% 4.3% 8.7%	2000-01 14.9% 19.1% 8.5% 8.5% 4.3%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years 20+ Years	42.4 1996-97 1 8 5 4 4 6 18	Dist 997-98 1 10 4 5 4 4 21	43.5  rict Count 998-99 12 6 2 3 4 20	45.1  ts  1999-00 2  7  8  4  2  4  21	44.5 2000-01 7 9 4 4 2 21	1996-97 17.8% 11.1% 8.9% 8.9%	Distr 1997-98 20.8% 8.3% 10.4% 8.3%	ict Percent 1998-99 25.5% 12.8% 4.3% 6.4%	1999-00 15.2% 17.4% 8.7% 4.3%	2000-01 14.9% 19.1% 8.5% 8.5%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	42.4 1996-97 1 8 5 4 4 6	Dist 997-98 1 10 4 5 4 4	43.5  rict County 998-99 12 6 2 3 4	45.1  ts  1999-00 2  7  8  4  2  4	44.5 2000-01 7 9 4 4 2	1996-97 17.8% 11.1% 8.9% 8.9% 13.3%	Distr 1997-98 20.8% 8.3% 10.4% 8.3% 8.3%	1998-99 25.5% 12.8% 4.3% 6.4% 8.5%	ages 1999-00 15.2% 17.4% 8.7% 4.3% 8.7%	2000-01 14.9% 19.1% 8.5% 8.5% 4.3%

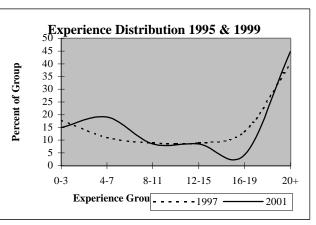
		Distri	ict Counts			District Rates				
Attrition	1996-97 19	97-98 19	998-99 199	99-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	3	7	5	1	-	5.6%	12.5%	8.9%	1.9%	-
Attrition from Transfers	0	4	1	0	-	0.0%	7.1%	1.8%	0.0%	-
Attrition from Exits	3	3	4	1	-	5.6%	5.4%	7.1%	1.9%	-
Teacher Attrition	2	7	4	1	-	4.4%	14.6%	8.5%	2.2%	-
Attrition from Transfers	0	4	1	0	-	0.0%	8.3%	2.1%	0.0%	-
Attrition from Exits	2	3	3	1	-	4.4%	6.3%	6.4%	2.2%	-
District Retention										
<b>Educator Retention</b>	51	49	51	53	-	94.4%	87.5%	91.1%	98.1%	-
Teacher Retention	43	41	43	45	-	95.6%	85.4%	91.5%	97.8%	-
Teacher Retention		Distr	rict Rates				Statewid	le Rates	1	

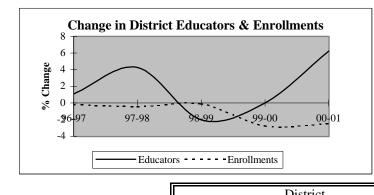
Teacher Retention	D:	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	75.0%	25.0%	0.0%
1 Year of Experience	83.3%	0.0%	16.7%
2 Years of Experience	90.9%	0.0%	9.1%
3 Years of Experience	85.7%	7.1%	7.1%
4 Years of Experience	90.0%	0.0%	10.0%
5 Years of Experience	100.0%	0.0%	0.0%

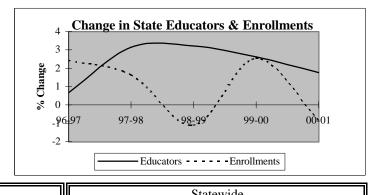
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statev	vide Percen	ıtages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-9	97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	5.2%	8.5%	14.7%	14.5%	15.8%	8.7	7%	12.8%	16.1%	18.9%	19.5%
Sex	5.2%	8.5%	14.7%	12.7%	8.8%	4.6	5%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.0%	0.0%	0.0%	1.8%	1.1	l %	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.4%	91.1%	87.5%	96.3%	92.9%	90.2	2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	1.8%	0.0%	0.0%	0.0%	0.1	l %	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.6%	7.1%	12.5%	3.7%	5.4%	8.6	5%	9.3%	9.4%	11.0%	10.3%









			District				Statewide           996-97         1997-98         1998-99         1999-00           16.4         16.2         15.5         15.5           19.2         18.8         18.1         18.0           -         -         -         -           0.7%         3.1%         3.2%         2.6%           -         -         -         -           2.4%         1.6%         -1.1%         2.5%           0.7%         0.7%         0.7%         0.7%           4.5%         4.5%         4.4%         4.4%           9.6%         9.5%         9.6%         9.6%           12.1%         12.3%         12.4%         12.6%           16.8%         17.2%         16.7%         17.1%           36.3%         37.4%         38.6%         40.6%           43.3         43.5         43.6         43.7           13.8         13.7         13.7         13.4				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	15.9	15.2	15.5	15.1	13.9					15.1	
Student to Teacher Ratio	18.5	17.6	18.0	17.5	16.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	1	4	-2	0	6	-	-	-	-	-	
% Change in Educators	1.1%	4.3%	-2.0%	0.0%	6.3%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-3	-7	-2	-41	-36	-	-	-	-	-	
% Change in Enrollment	-0.2%	-0.5%	-0.1%	-2.8%	-2.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.9%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.3%	4.1%	4.2%	4.2%	6.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.6%	9.2%	9.4%	9.4%	8.8%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	5.4%	5.2%	5.4%	5.4%	5.1%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	25.0%	25.0%	25.0%	25.0%	14.3%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.9	44.6	44.7	44.9	45.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.9	16.4	16.5	16.0	15.4	13.8	13.7	13.7	13.4	13.3	
Average Salary	31,532	31,831	33,113	33,470	32,719	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	6.3%	6.0%	6.3%	6.3%	6.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	81.5%	82.4%	80.7%	80.7%	84.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.6%	10.6%	8.4%	9.6%	11.6%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	19.7%	na	19.9%	20.0%	19.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.0%	3.3%	2.8%	3.4%	2.9%	1.7%	1.6%	1.8%	1.8%	1.8%	
_											

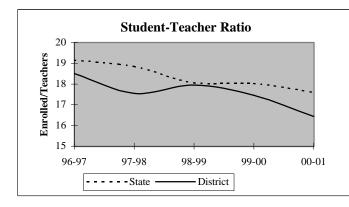
		Dis	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	94	98	96	96	102	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	87	91	90	89	92		92.6%	92.9%	93.8%	92.7%	90.2%
Newly Hired	7	7	6	7	10		7.4%	7.1%	6.3%	7.3%	9.8%
Transfers In	3	1	2	2	0		42.9%	14.3%	33.3%	28.6%	0.0%
Reentrants	0	4	4	2	5		0.0%	57.1%	66.7%	28.6%	50.0%
First Time Educators	4	2	0	3	5		57.1%	28.6%	0.0%	42.9%	50.0%
Total Exiting Next Year	3	8	7	4	-		3.2%	8.2%	7.3%	4.2%	-
Transfers Out	1	1	1	1	-		33.3%	12.5%	14.3%	25.0%	-
Leave Tennessee Educ.	2	7	6	3	-		66.7%	87.5%	85.7%	75.0%	-

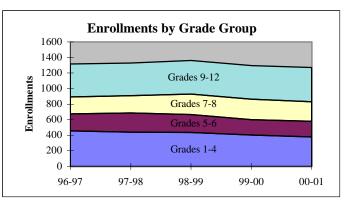
Dynamics Rates		Dis	trict Rates	ı	
District Attrition	3.2%	8.2%	7.3%	4.2%	-
Transfers In/Out	3.00	1.00	2.00	2.00	-

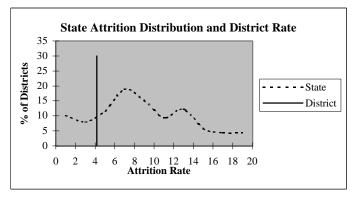
# District Report for: HUNTINGDON

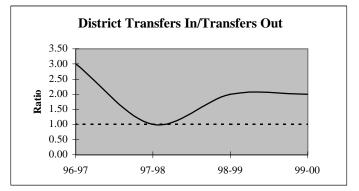
		Dist	rict Count	ts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	94	98	96	96	102	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	7	4.3%	4.1%	4.2%	4.2%	6.9%
Professional Staff	9	9	9	9	9	9.6%	9.2%	9.4%	9.4%	8.8%
Total Teachers	81	85	83	83	86	86.2%	86.7%	86.5%	86.5%	84.3%
Special Education	7	9	7	8	10	8.6%	10.6%	8.4%	9.6%	11.6%
Pre-K & Kindergarten	6	6	4	6	6	7.4%	7.1%	4.8%	7.2%	7.0%
Elementary (1-4)	28	27	27	29	29	34.6%	31.8%	32.5%	34.9%	33.7%
Middle School (5-6)	7	10	10	9	10	8.6%	11.8%	12.0%	10.8%	11.6%
Jr. High (7-8)	9	9	11	9	10	11.1%	10.6%	13.3%	10.8%	11.6%
High School (9-12)	24	24	24	22	21	29.6%	28.2%	28.9%	26.5%	24.4%
Business	1	2	2	1	0	4.2%	8.3%	8.3%	4.5%	0.0%
Language Arts	4	3	3	4	3	16.7%	12.5%	12.5%	18.2%	14.3%
Social Studies	3	3	4	3	3	12.5%	12.5%	16.7%	13.6%	14.3%
Foreign Language	1	1	1	1	1	4.2%	4.2%	4.2%	4.5%	4.8%
Mathematics	4	3	4	2	4	16.7%	12.5%	16.7%	9.1%	19.0%
Science	3	3	3	3	3	12.5%	12.5%	12.5%	13.6%	14.3%
Vocational Education	3	2	2	4	4	12.5%	8.3%	8.3%	18.2%	19.0%
Other High School	5	7	5	4	3	20.8%	29.2%	20.8%	18.2%	14.3%
Total Enrollments	1,499	1,492	1,490	1,449	1,413	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	1,499	1,492	1,490	1,449	1,413	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	123	114	85	105	99	8.2%	7.6%	5.7%	7.2%	7.0%
Grades 1-4	456	442	434	403	378	30.4%	29.6%	29.1%	27.8%	26.8%
Grades 5-6	217	246	234	196	200	14.5%	16.5%	15.7%	13.5%	14.2%
Grades 7-8	221	219	261	263	253	14.7%	14.7%	17.5%	18.2%	17.9%
Grades 9-12	424	422	431	433	442	28.3%	28.3%	28.9%	29.9%	31.3%
Ungraded	58	49	45	49	41	3.9%	3.3%	3.0%	3.4%	2.9%









			rict Coun				Distr	rict Percenta	iges	
Profile by	1996-97 1	997-98 1	998-99	1999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender		·	·				·	·	·	
Administrative	4	4	4	4	7	4.3%	4.2%	4.3%	4.3%	7.1%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	14.3%
White - Males	3	3	3	3	6	75.0%	75.0%	75.0%	75.0%	85.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	9	9	9	9.8%	9.4%	9.7%	9.7%	9.1%
White - Females	9	9	9	9	9	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	79	83	80	80	83	85.9%	86.5%	86.0%	86.0%	83.8%
White - Females	60	64	61	61	67	75.9%	77.1%	76.3%	76.3%	80.7%
White - Males	14	14	14	14	11	17.7%	16.9%	17.5%	17.5%	13.3%
Black - Females	4	4	4	4	4	5.1%	4.8%	5.0%	5.0%	4.8%
Black - Males	1	1	1	1	1	1.3%	1.2%	1.3%	1.3%	1.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	U	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Distr	rict Coun	ts			Distr	rict Percenta	iges	
Teachers by Age Group	1996-97 1	997-98 1	998-99	1999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	0	2	0	2.7%	2.6%	0.0%	2.7%	0.0%
25-29	4	4	7	4	5	5.4%	5.1%	9.2%	5.4%	6.8%
30-34	7	8	8	8	9	9.5%	10.3%	10.5%	10.8%	12.3%
35-39	7	4	4	4	6	9.5%	5.1%	5.3%	5.4%	8.2%
40-45	16	19	17	15	11	21.6%	24.4%	22.4%	20.3%	15.1%
45-49	14	16	14	12	15	18.9%	20.5%	18.4%	16.2%	20.5%
50-54	13	13	16	20	15	17.6%	16.7%	21.1%	27.0%	20.5%
55+	11	12	10	9	12	14.9%	15.4%	13.2%	12.2%	16.4%
Average Age	43.9	44.6	44.7	44.9	45.1					
Experience Distribution		Distr	rict Coun	ts			Distr	rict Percenta	iges	
Teachers by Experience	1996-97 1				000-01	1996-97	1997-98		1999-00	2000-01
0-3 Years	12	13	11	12	16	14.8%	15.3%	13.3%	14.5%	18.6%
4-7 Years	8	11	11	14	14	9.9%	12.9%	13.3%	16.9%	16.3%
8-11 Years	7	6	8	8	6	8.6%	7.1%	9.6%	9.6%	7.0%
12-15 Years	8	7	4	3	7	9.9%	8.2%	4.8%	3.6%	8.1%
16-19 Years	16	12	11	9	7	19.8%	14.1%	13.3%	10.8%	8.1%
20+ Years	30	36	38	37	36	37.0%	42.4%	45.8%	44.6%	41.9%
										•

Average Experience

15.9

16.4

16.0

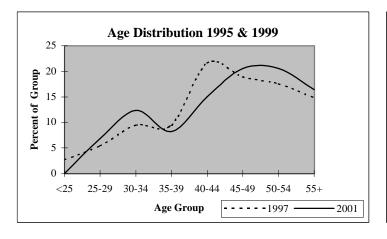
15.4

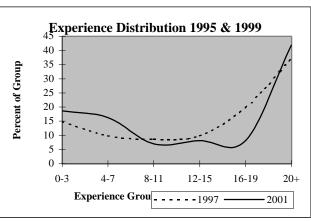
		Distr	ict Counts	1			D	istrict Rate	S	
Attrition	1996-97 1	997-98 1	998-99 19	999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	3	8	7	4	-	3.2%	8.2%	7.3%	4.2%	=
Attrition from Transfers	1	1	1	1	-	1.1%	1.0%	1.0%	1.0%	-
Attrition from Exits	2	7	6	3	-	2.1%	7.1%	6.3%	3.1%	=
Teacher Attrition	2	7	6	4	=	2.5%	8.2%	7.2%	4.8%	=
Attrition from Transfers	1	1	1	1	-	1.2%	1.2%	1.2%	1.2%	-
Attrition from Exits	1	6	5	3	-	1.2%	7.1%	6.0%	3.6%	-
District Retention										
<b>Educator Retention</b>	91	90	89	92	-	96.8%	91.8%	92.7%	95.8%	-
Teacher Retention	79	78	77	79	-	97.5%	91.8%	92.8%	95.2%	-
	_									
Teacher Retention	District Rates						Statewic	le Rates		

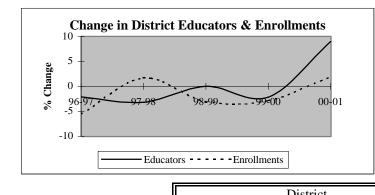
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	85.7%	7.1%	7.1%
1 Year of Experience	92.3%	0.0%	7.7%
2 Years of Experience	87.5%	0.0%	12.5%
3 Years of Experience	100.0%	0.0%	0.0%
4 Years of Experience	100.0%	0.0%	0.0%
5 Years of Experience	92.3%	7.7%	0.0%

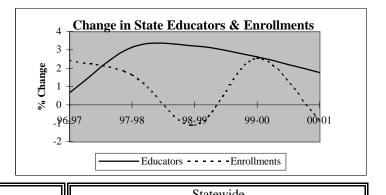
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages		8.7% 12.8% 16.1% 18.9% 4.6% 7.8% 10.1% 9.2% 1.1% 1.1% 1.2% 1.2% 90.2% 89.5% 89.2% 87.7% 0.1% 0.1% 0.1% 0.2%					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	5.8%	7.0%	9.5%	14.2%	15.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	5.0%	7.8%	9.4%	9.7%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	1.0%	1.0%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.7%	92.9%	94.8%	94.8%	90.2%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.3%	6.1%	4.2%	5.2%	9.8%		8.6%	9.3%	9.4%	11.0%	10.3%









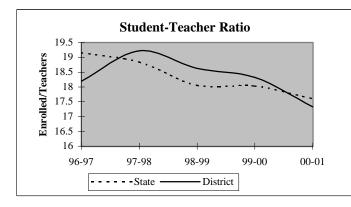
			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	15.7	16.5	16.0	15.9	14.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.2	19.2	18.6	18.3	17.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	-2	-3	0	-2	8	-	-	-	-	-
% Change in Educators	-2.1%	-3.2%	0.0%	-2.2%	9.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-87	25	-46	-42	27	-	-	-	-	-
% Change in Enrollment	-5.6%	1.7%	-3.1%	-2.9%	1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.1%	1.1%	2.2%	2.2%	7.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.4%	4.4%	3.4%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.6%	9.9%	9.9%	10.1%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	5.5%	4.5%	3.4%	3.4%	3.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	25.0%	33.3%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.8	44.5	45.4	46.1	47.0	43.3	43.5	43.6	43.7	43.9
Average Experience	14.4	14.1	14.6	14.7	14.9	13.8	13.7	13.7	13.4	13.3
Average Salary	30,448	30,538	32,179	32,769	33,221	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	6.4%	5.3%	3.9%	4.0%	3.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.2%	79.5%	80.8%	80.5%	78.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.4%	7.7%	7.7%	6.5%	8.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.0%	na	14.1%	13.7%	15.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.3%	1.3%	0.6%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

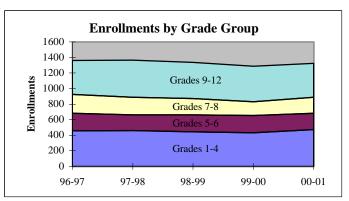
	District Counts						District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	94	91	91	89	97		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	91	77	85	81	88		96.8%	84.6%	93.4%	91.0%	90.7%
Newly Hired	3	14	6	8	9		3.2%	15.4%	6.6%	9.0%	9.3%
Transfers In	0	0	3	1	1		0.0%	0.0%	50.0%	12.5%	11.1%
Reentrants	0	4	2	2	4		0.0%	28.6%	33.3%	25.0%	44.4%
First Time Educators	3	10	1	5	4		100.0%	71.4%	16.7%	62.5%	44.4%
Total Exiting Next Year	17	6	10	1	-		18.1%	6.6%	11.0%	1.1%	-
Transfers Out	5	0	1	0	-		29.4%	0.0%	10.0%	0.0%	=
Leave Tennessee Educ.	12	6	9	1	-		70.6%	100.0%	90.0%	100.0%	-

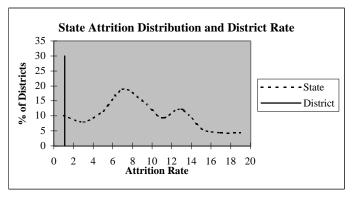
Dynamics Rates	District Rates							
District Attrition	18.1%	6.6%	11.0%	1.1%	-			
Transfers In/Out	0.00	nc	3.00	nc	_			

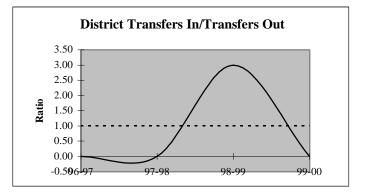
		Distr	ict Counts			District Percentages				
Profile by Position	1996-97 19	97-98 19	998-99 19	99-00 20	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	94	91	91	89	97	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	3	5	4.3%	4.4%	4.4%	3.4%	5.2%
Professional Staff	9	9	9	9	9	9.6%	9.9%	9.9%	10.1%	9.3%
Total Teachers	81	78	78	77	83	86.2%	85.7%	85.7%	86.5%	85.6%
Special Education	6	6	6	5	7	7.4%	7.7%	7.7%	6.5%	8.4%
Pre-K & Kindergarten	6	6	6	5	6	7.4%	7.7%	7.7%	6.5%	7.2%
Elementary (1-4)	25	26	26	27	30	30.9%	33.3%	33.3%	35.1%	36.1%
Middle School (5-6)	9	9	9	8	7	11.1%	11.5%	11.5%	10.4%	8.4%
Jr. High (7-8)	11	9	9	10	9	13.6%	11.5%	11.5%	13.0%	10.8%
High School (9-12)	24	22	22	22	24	29.6%	28.2%	28.2%	28.6%	28.9%
Business	2	2	2	2	1	8.3%	9.1%	9.1%	9.1%	4.2%
Language Arts	3	3	4	3	4	12.5%	13.6%	18.2%	13.6%	16.7%
Social Studies	2	3	3	3	3	8.3%	13.6%	13.6%	13.6%	12.5%
Foreign Language	1	2	2	2	2	4.2%	9.1%	9.1%	9.1%	8.3%
Mathematics	3	2	2	2	3	12.5%	9.1%	9.1%	9.1%	12.5%
Science	3	3	2	3	3	12.5%	13.6%	9.1%	13.6%	12.5%
Vocational Education	1	0	0	1	1	4.2%	0.0%	0.0%	4.5%	4.2%
Other High School	9	7	7	6	7	37.5%	31.8%	31.8%	27.3%	29.2%

Total Enrollments	1,474	1,499	1,453	1,411	1,438	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	109	128	108	114	100	7.4%	8.5%	7.4%	8.1%	7.0%
Grades 1-4	455	461	443	432	471	30.9%	30.8%	30.5%	30.6%	32.8%
Grades 5-6	227	203	218	222	210	15.4%	13.5%	15.0%	15.7%	14.6%
Grades 7-8	245	225	211	175	209	16.6%	15.0%	14.5%	12.4%	14.5%
Grades 9-12	433	477	464	459	435	29.4%	31.8%	31.9%	32.5%	30.3%
Ungraded	5	5	9	9	13	0.3%	0.3%	0.6%	0.6%	0.9%









District Percentages

District Counts

Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	4	4	4	3	5	4.4%	4.5%	4.5%	3.4%	5.3%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	33.3%	20.0%
White - Males	3	3	3	2	4	75.0%	75.0%	75.0%	66.7%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	9	9	9	9.9%	10.2%	10.1%	10.3%	9.6%
White - Females	8	8	8	9	9	88.9%	88.9%	88.9%	100.0%	100.0%
White - Males	1	1	1	0	0	11.1%	11.1%	11.1%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	78	75	76	75	80	85.7%	85.2%	85.4%	86.2%	85.1%
White - Females	60	58	59	58	61	76.9%	77.3%	77.6%	77.3%	76.3%
White - Males	13	13	14	14	16	16.7%	17.3%	18.4%	18.7%	20.0%
Black - Females	2	1	1	1	1	2.6%	1.3%	1.3%	1.3%	1.3%
Black - Males	1	1	0	0	0	1.3%	1.3%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.3%
Other - Males	1	1	1	1	1	1.3%	1.3%	1.3%	1.3%	1.3%
	T-									
Age Distribution			trict Cou					rict Percenta		
Teachers by Age Group	1996-97		1998-99	nts 1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1996-97				2000-01	1996-97				0.0%
Teachers by Age Group Up to 24 25-29		1997-98 1 8	1998-99 0 9	1999-00 0 6		2.8% 12.5%	1997-98 1.5% 12.1%	1998-99 0.0% 13.6%	1999-00 0.0% 9.7%	0.0% 3.3%
Teachers by Age Group Up to 24 25-29 30-34	2	1997-98 1 8 8	1998-99	1999-00 0 6 5	0 2 7	2.8% 12.5% 11.1%	1997-98 1.5% 12.1% 12.1%	1998-99 0.0% 13.6% 7.6%	1999-00 0.0% 9.7% 8.1%	0.0% 3.3% 11.5%
Teachers by Age Group Up to 24 25-29	2 9	1997-98 1 8	1998-99 0 9	1999-00 0 6	0 2	2.8% 12.5%	1997-98 1.5% 12.1% 12.1% 7.6%	1998-99 0.0% 13.6%	1999-00 0.0% 9.7%	0.0% 3.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	2 9 8 4 6	1997-98 1 8 8 5 4	1998-99 0 9 5 6 6	1999-00 0 6 5 8 3	0 2 7	2.8% 12.5% 11.1% 5.6% 8.3%	1997-98 1.5% 12.1% 12.1% 7.6% 6.1%	1998-99 0.0% 13.6% 7.6%	1999-00 0.0% 9.7% 8.1%	0.0% 3.3% 11.5% 16.4% 4.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39	2 9 8 4	1997-98 1 8 8 5	1998-99 0 9 5 6	1999-00 0 6 5 8	0 2 7 10	2.8% 12.5% 11.1% 5.6%	1997-98 1.5% 12.1% 12.1% 7.6%	1998-99 0.0% 13.6% 7.6% 9.1%	1999-00 0.0% 9.7% 8.1% 12.9%	0.0% 3.3% 11.5% 16.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	2 9 8 4 6	1997-98 8 8 8 5 4 11 17	1998-99 0 9 5 6 6	1999-00 0 6 5 8 3	0 2 7 10 3	2.8% 12.5% 11.1% 5.6% 8.3%	1997-98 1.5% 12.1% 12.1% 7.6% 6.1%	1998-99 0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2%	1999-00 0.0% 9.7% 8.1% 12.9% 4.8%	0.0% 3.3% 11.5% 16.4% 4.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 9 8 4 6 13	1997-98 1 8 8 5 4 11	1998-99 0 9 5 6 6 6	0 6 5 8 3 11	0 2 7 10 3 7	2.8% 12.5% 11.1% 5.6% 8.3% 18.1%	1997-98 1.5% 12.1% 12.1% 7.6% 6.1% 16.7%	1998-99 0.0% 13.6% 7.6% 9.1% 9.1% 15.2%	1999-00 0.0% 9.7% 8.1% 12.9% 4.8% 17.7%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 9 8 4 6 13 21 9	1997-98 8 8 8 5 4 11 17 12	1998-99 0 9 5 6 6 10 16 14	0 6 5 8 3 11 15 14	0 2 7 10 3 7 15	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2%	1997-98 1.5% 12.1% 12.1% 7.6% 6.1% 16.7% 25.8%	1998-99 0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2%	1999-00 0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 9 8 4 6 13 21	1997-98 8 8 8 5 4 11 17	1998-99 0 9 5 6 6 10 16	0 6 5 8 3 11 15	0 2 7 10 3 7 15	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2%	1997-98 1.5% 12.1% 12.1% 7.6% 6.1% 16.7% 25.8%	1998-99 0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2%	1999-00 0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 9 8 4 6 13 21 9	1997-98 8 8 8 5 4 11 17 12	1998-99 0 9 5 6 6 10 16 14	0 6 5 8 3 11 15 14	0 2 7 10 3 7 15	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2%	1997-98 1.5% 12.1% 12.1% 7.6% 6.1% 16.7% 25.8%	1998-99 0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2%	1999-00 0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 9 8 4 6 13 21 9	1997-98 8 8 8 5 4 11 17 12 44.5	1998-99 0 9 5 6 6 10 16 14	0 6 5 8 3 11 15 14 46.1	0 2 7 10 3 7 15	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2%	1997-98 1.5% 12.1% 7.6% 6.1% 16.7% 25.8% 18.2%	1998-99 0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2%	1999-00 0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2% 22.6%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	2 9 8 4 6 13 21 9	1997-98 8 8 8 5 4 11 17 12 44.5	1998-99 0 9 5 6 6 10 16 14 45.4	1999-00 6 5 8 3 11 15 14 46.1	0 2 7 10 3 7 15 17 47.0	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2%	1997-98 1.5% 12.1% 7.6% 6.1% 16.7% 25.8% 18.2%	1998-99 0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2% 21.2%	1999-00 0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2% 22.6%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	2 9 8 4 6 13 21 9 43.8	1997-98 8 8 8 5 4 11 17 12 44.5	1998-99 0 9 5 6 6 10 16 14 45.4 trict Cour	1999-00 0 6 5 8 3 11 15 14 46.1	0 2 7 10 3 7 15 17 47.0	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2% 12.5%	1997-98 1.5% 12.1% 7.6% 6.1% 16.7% 25.8% 18.2% Distr	1998-99 0.0% 13.6% 7.6% 9.1% 15.2% 24.2% 21.2%	1999-00 0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2% 22.6%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6% 27.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	2 9 8 4 6 13 21 9 43.8	1997-98 8 8 8 5 4 11 17 12 44.5	1998-99 0 9 5 6 6 10 16 14 45.4 trict Cour 1998-99	1999-00 0 6 5 8 3 11 15 14 46.1	0 2 7 10 3 7 15 17 47.0	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2% 12.5%	1997-98 1.5% 12.1% 7.6% 6.1% 16.7% 25.8% 18.2% Distr 1997-98 25.6%	1998-99 0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2% 21.2% cict Percent: 1998-99 19.2%	1999-00 0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2% 22.6% ages 1999-00 16.9%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6% 27.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	2 9 8 4 6 13 21 9 43.8	1997-98 8 8 8 5 4 11 17 12 44.5 Dis	1998-99 0 9 5 6 6 10 16 14 45.4 trict Cour 1998-99	1999-00 0 6 5 8 3 11 15 14 46.1	0 2 7 10 3 7 15 17 47.0	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2% 12.5%  12.5%	1997-98 1.5% 12.1% 7.6% 6.1% 16.7% 25.8% 18.2% Distr 1997-98 25.6% 10.3%	1998-99  0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2% 21.2%  ict Percent: 1998-99  19.2% 12.8%	1999-00  0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2% 22.6%  1999-00  16.9% 15.6%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6% 27.9%  2000-01 16.9% 18.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 9 8 4 6 13 21 9 43.8	1997-98 8 8 8 5 4 11 17 12 44.5 Dis 1997-98 20 8 7	1998-99 0 9 5 6 10 16 14 45.4 trict Cour 1998-99 15 10 8	1999-00 0 6 5 8 3 11 15 14 46.1 1999-00 13 12 7	0 2 7 10 3 7 15 17 47.0 2000-01 14 15 8	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2% 12.5%  12.5%  1996-97 23.5% 8.6% 9.9%	1997-98 1.5% 12.1% 7.6% 6.1% 16.7% 25.8% 18.2% Distr 1997-98 25.6% 10.3% 9.0%	1998-99  0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2% 21.2%  ict Percent: 1998-99  19.2% 12.8% 10.3%	1999-00  0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2% 22.6%  ages 1999-00 16.9% 15.6% 9.1%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6% 27.9%  2000-01 16.9% 18.1% 9.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 9 8 4 6 13 21 9 43.8	1997-98 8 8 8 5 4 11 17 12 44.5 Dis 1997-98 20 8 7 8	1998-99 0 9 5 6 6 10 16 14 45.4 trict Cour 1998-99 15 10 8	1999-00 0 6 5 8 3 11 15 14 46.1 1999-00 1 13 12 7 9	0 2 7 10 3 7 15 17 47.0 2000-01 14 15 8 8	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2% 12.5%  12.5%  1996-97 23.5% 8.6% 9.9% 11.1%	1997-98 1.5% 12.1% 7.6% 6.1% 16.7% 25.8% 18.2% Distr 1997-98 25.6% 10.3% 9.0% 10.3%	1998-99  0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2% 21.2%  ict Percent: 1998-99  19.2% 12.8% 10.3% 12.8%	1999-00  0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2% 22.6%  16.9% 15.6% 9.1% 11.7%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6% 27.9%  2000-01 16.9% 18.1% 9.6% 9.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 9 8 4 6 13 21 9 43.8	1997-98 8 8 8 5 4 11 17 12 44.5 Dis 1997-98 20 8 7	1998-99 0 9 5 6 10 16 14 45.4 trict Cour 1998-99 15 10 8	1999-00 0 6 5 8 3 11 15 14 46.1 1999-00 13 12 7	0 2 7 10 3 7 15 17 47.0 2000-01 14 15 8	2.8% 12.5% 11.1% 5.6% 8.3% 18.1% 29.2% 12.5%  12.5%  1996-97 23.5% 8.6% 9.9%	1997-98 1.5% 12.1% 7.6% 6.1% 16.7% 25.8% 18.2% Distr 1997-98 25.6% 10.3% 9.0%	1998-99  0.0% 13.6% 7.6% 9.1% 9.1% 15.2% 24.2% 21.2%  ict Percent: 1998-99  19.2% 12.8% 10.3%	1999-00  0.0% 9.7% 8.1% 12.9% 4.8% 17.7% 24.2% 22.6%  ages 1999-00 16.9% 15.6% 9.1%	0.0% 3.3% 11.5% 16.4% 4.9% 11.5% 24.6% 27.9%  2000-01 16.9% 18.1% 9.6%

Average Experience

14.4

14.1

14.7

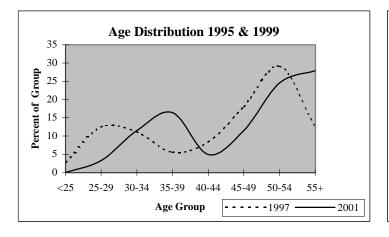
14.9

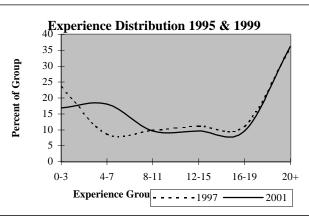
		Dis	strict Cou	nts			Ι	District Rate	es		
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	17	6	10	1	-	18.1%	6.6%	11.0%	1.1%	=	
Attrition from Transfers	5	0	1	0	-	5.3%	0.0%	1.1%	0.0%	-	
Attrition from Exits	12	6	9	1	-	12.8%	6.6%	9.9%	1.1%	-	
Teacher Attrition	14	5	8	1	-	17.3%	6.4%	10.3%	1.3%	-	
Attrition from Transfers	3	0	1	0	-	3.7%	0.0%	1.3%	0.0%	-	
Attrition from Exits	11	5	7	1	-	13.6%	6.4%	9.0%	1.3%	-	
District Retention											
Educator Retention	77	85	81	88	-	81.9%	93.4%	89.0%	98.9%	-	
Teacher Retention	67	73	70	76	-	82.7%	93.6%	89.7%	98.7%	-	
Teacher Retention	Doto	Di	istrict Rat			Datainad	Statewic	de Rates	Attrition		

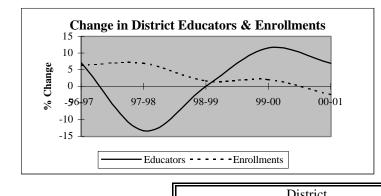
Teacher Retention	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition			
New Entrants	90.0%	0.0%	10.0%			
1 Year of Experience	84.0%	0.0%	16.0%			
2 Years of Experience	75.0%	8.3%	16.7%			
3 Years of Experience	89.5%	5.3%	5.3%			
4 Years of Experience	100.0%	0.0%	0.0%			
5 Years of Experience	84.6%	7.7%	7.7%			

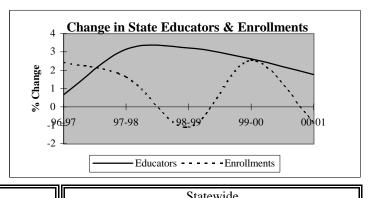
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.9%	10.9%	12.1%	13.5%	13.3%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.9%	6.4%	8.1%	7.9%	6.1%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.1%	2.2%	0.0%	2.2%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.7%	82.4%	95.6%	89.9%	86.6%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	1.1%	0.0%	3.1%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.2%	15.4%	3.3%	7.9%	10.3%		8.6%	9.3%	9.4%	11.0%	10.3%









[			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators	s =====									
Student to Educator Ratio	13.4	16.5	16.8	15.4	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.5	20.5	19.0	17.2	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	-4	0	3	2	-	-	-	-	-
% Change in Educators	7.1%	-13.3%	0.0%	11.5%	6.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	24	28	7	9	-11	-	-	-	-	-
% Change in Enrollments	6.3%	7.0%	1.6%	2.1%	-2.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	6.7%	0.0%	0.0%	0.0%	3.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	10.0%	11.5%	7.7%	3.4%	6.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	3.3%	7.7%	3.8%	6.9%	6.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	33.3%	33.3%	50.0%	100.0%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.6	42.6	42.4	42.7	43.6	43.3	43.5	43.6	43.7	43.9
Average Experience	11.7	13.5	11.9	11.5	11.9	13.8	13.7	13.7	13.4	13.3
Average Salary	29,184	30,839	30,976	32,344	32,267	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	84.6%	85.7%	82.6%	80.8%	81.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.7%	4.8%	4.3%	3.8%	7.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	5.7%	na	5.9%	5.9%	7.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.5%	0.9%	0.7%	0.7%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

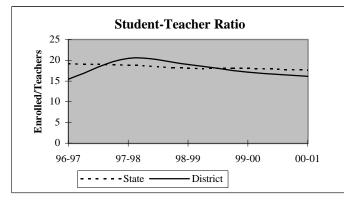
		District Counts					District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	30	26	26	29	31		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	27	26	21	24	28		90.0%	100.0%	80.8%	82.8%	90.3%
Newly Hired	3	0	5	5	3		10.0%	0.0%	19.2%	17.2%	9.7%
Transfers In	1	0	2	1	0		33.3%	0.0%	40.0%	20.0%	0.0%
Reentrants	0	0	0	1	0		0.0%	0.0%	0.0%	20.0%	0.0%
First Time Educators	2	0	3	3	3		66.7%	0.0%	60.0%	60.0%	100.0%
Total Exiting Next Year	4	5	2	1	-		13.3%	19.2%	7.7%	3.4%	=
Transfers Out	0	1	1	0	-		0.0%	20.0%	50.0%	0.0%	-
Leave Tennessee Educ.	4	4	1	1	_		100.0%	80.0%	50.0%	100.0%	_

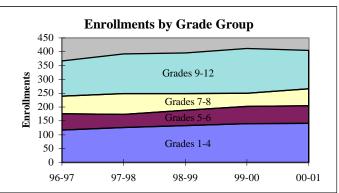
Dynamics Rates	District Rates									
District Attrition	13.3%	19.2%	7.7%	3.4%	-					
Transfers In/Out	nc	0.00	2.00	nc	-					

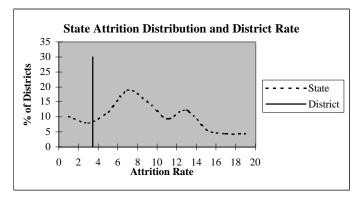
### District Report for: SOUTH CARROLL

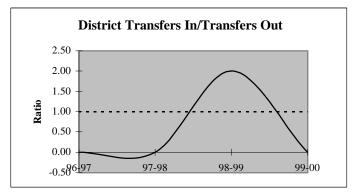
		Dist	rict Coun	ts			Distr	rict Percent	ages	
Profile by Position	1996-97	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	30	26	26	29	31	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	2	1	2	10.0%	11.5%	7.7%	3.4%	6.5%
Professional Staff	1	2	1	2	2	3.3%	7.7%	3.8%	6.9%	6.5%
Total Teachers	26	21	23	26	27	86.7%	80.8%	88.5%	89.7%	87.1%
Special Education	2	1	1	1	2	7.7%	4.8%	4.3%	3.8%	7.4%
Pre-K & Kindergarten	2	2	2	2	2	7.7%	9.5%	8.7%	7.7%	7.4%
Elementary (1-4)	8	8	8	9	8	30.8%	38.1%	34.8%	34.6%	29.6%
Middle School (5-6)	2	2	3	3	3	7.7%	9.5%	13.0%	11.5%	11.1%
Jr. High (7-8)	2	2	2	2	3	7.7%	9.5%	8.7%	7.7%	11.1%
High School (9-12)	10	6	7	9	9	38.5%	28.6%	30.4%	34.6%	33.3%
Business	1	1	1	0	0	10.0%	16.7%	14.3%	0.0%	0.0%
Language Arts	1	1	0	2	1	10.0%	16.7%	0.0%	22.2%	11.1%
Social Studies	0	0	0	1	1	0.0%	0.0%	0.0%	11.1%	11.1%
Foreign Language	1	0	0	0	0	10.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	1	1	1	2	2	10.0%	16.7%	14.3%	22.2%	22.2%
Science	0	0	0	1	1	0.0%	0.0%	0.0%	11.1%	11.1%
Vocational Education	2	2	2	3	3	20.0%	33.3%	28.6%	33.3%	33.3%
Other High School	4	1	3	0	1	40.0%	16.7%	42.9%	0.0%	11.1%
Total Enrollments	402	430	437	446	435	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K & K	29	34	37	31	27	7.2%	7.9%	8 5%	7.0%	6.2%

Total Enrollments	402	430	437	446	435	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	29	34	37	31	27	7.2%	7.9%	8.5%	7.0%	6.2%
Grades 1-4	117	126	133	140	141	29.1%	29.3%	30.4%	31.4%	32.4%
Grades 5-6	59	47	55	63	64	14.7%	10.9%	12.6%	14.1%	14.7%
Grades 7-8	63	76	61	47	61	15.7%	17.7%	14.0%	10.5%	14.0%
Grades 9-12	128	143	147	162	139	31.8%	33.3%	33.6%	36.3%	32.0%
Ungraded	6	4	4	3	3	1.5%	0.9%	0.9%	0.7%	0.7%









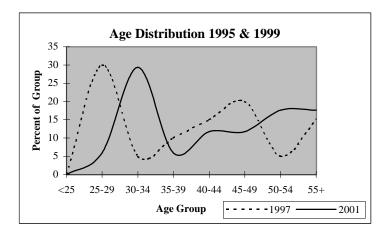
	<u> </u>	Disti	rict Coun	ıs			Distr	ict Percent	ages	
Profile by	1996-97 1	997-98 1	998-99 1	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender					<u></u> 1)	,				
Administrative	3	3	2	1	2	10.7%	12.0%	8.0%	3.7%	7.1%
White - Females	1	1	1	1	1	33.3%	33.3%	50.0%	100.0%	50.0%
White - Males	2	2	1	0	1	66.7%	66.7%	50.0%	0.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	1	2	1	2	2	3.6%	8.0%	4.0%	7.4%	7.1%
White - Females	1	2	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	24	20	22	24	24	85.7%	80.0%	88.0%	88.9%	85.7%
White - Females	20	17	18	19	19	83.3%	85.0%	81.8%	79.2%	79.2%
White - Males	4	3	4	5	5	16.7%	15.0%	18.2%	20.8%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	I <del>-</del>					ŀ				
Age Distribution			rict Count					rict Percent		
Teachers by Age Group	1996-97 1	997-98 1	998-99 1	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	6	1	2	1	1	30.0%	6.3%	12.5%	5.9%	5.9%
30-34	1	3	3	5	5	5.0%	18.8%	18.8%	29.4%	29.4%
35-39	2	3	3	3	1	10.0%	18.8%	18.8%	17.6%	5.9%
40-45	3	1	0	0	2	15.0%	6.3%	0.0%	0.0%	11.8%
45-49	4	5	4	2	2	20.0%	31.3%	25.0%	11.8%	11.8%
50-54	1	1	1	3	3	5.0%	6.3%	6.3%	17.6%	17.6%
55+	3	2	3	3	3	15.0%	12.5%	18.8%	17.6%	17.6%
Average Age	41.6	42.6	42.4	42.7	43.6					
Experience Distribution		Dist	rict Count	ts			Distr	ict Percent	ages	
Teachers by Experience	1996-97 1	997-98 1	998-99 1	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	7	4	8	7	8	26.9%	19.0%	34.8%	26.9%	29.6%
4-7 Years	5	4	2	6	5	19.2%	19.0%	8.7%	23.1%	18.5%
8-11 Years	3	4	4	3	3	11.5%	19.0%	17.4%	11.5%	11.1%
12-15 Years	3	2	2	2	3	11.5%	9.5%	8.7%	7.7%	11.1%
16-19 Years	1	1	1	2	2	3.8%	4.8%	4.3%	7.7%	7.4%
20+ Years							1.0/0	1.5/0	1.1/0	7.170
ZUT TEATS	7							26.1%	23.1%	22.2%
		6	6	6	6	26.9%	28.6%	26.1%	23.1%	22.2%
Average Experience	7 11.7							26.1%	23.1%	22.2%

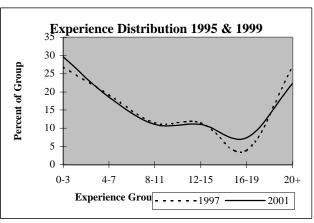
		Distr	ict Counts	S		District Rates				
Attrition	1996-97	1997-98 19	998-99 1	999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	4	5	2	1	-	13.3%	19.2%	7.7%	3.4%	-
Attrition from Transfers	0	1	1	0	-	0.0%	3.8%	3.8%	0.0%	-
Attrition from Exits	4	4	1	1	-	13.3%	15.4%	3.8%	3.4%	-
Teacher Attrition	4	2	1	1	-	15.4%	9.5%	4.3%	3.8%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	4.3%	0.0%	-
Attrition from Exits	4	2	0	1	-	15.4%	9.5%	0.0%	3.8%	=
District Retention										
Educator Retention	26	21	24	28	-	86.7%	80.8%	92.3%	96.6%	=
Teacher Retention	22	19	22	25	-	84.6%	90.5%	95.7%	96.2%	-
	_									1
Teacher Retention		Dist	rict Rates				Statewid	le Rates		
5 Year Average Retention	Rate	Retained T	ransfer A	ttrition		Retained	Transfer	Total	Attrition	

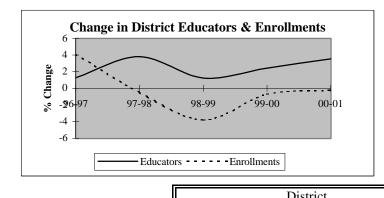
Teacher Retention	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	66.7%	8.3%	25.0%				
1 Year of Experience	100.0%	0.0%	0.0%				
2 Years of Experience	100.0%	0.0%	0.0%				
3 Years of Experience	87.5%	0.0%	12.5%				
4 Years of Experience	87.5%	0.0%	12.5%				
5 Years of Experience	100.0%	0.0%	0.0%				

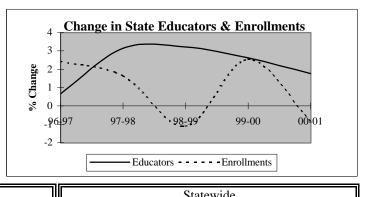
-	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	19.4%	16.1%	28.6%	31.0%	25.6%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	12.9%	9.7%	22.9%	17.2%	7.0%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.0%	3.8%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.3%	100.0%	84.6%	86.2%	90.3%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.7%	0.0%	11.5%	13.8%	9.7%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicators	s							<del></del>		<del></del> _	
Student to Educator Ratio	16.1	15.4	14.6	14.2	13.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.9	18.9	17.6	17.0	16.7	19.2	18.8	18.1	18.0	17.6	
Change in Educators	1	3	1	2	3	-	-	-	-	-	
% Change in Educators	1.3%	3.8%	1.2%	2.4%	3.5%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	50	-6	-48	-9	-3	-	-	-	-	-	
% Change in Enrollments	4.1%	-0.5%	-3.8%	-0.7%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.3%	1.2%	1.2%	1.2%	3.4%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.1%	6.1%	6.0%	5.9%	6.8%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.1%	12.2%	10.8%	10.6%	11.4%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	6.8%	6.5%	9.1%	7.9%	7.5%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	75.0%	60.0%	60.0%	40.0%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.8	43.6	44.4	44.7	44.3	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.0	14.4	14.7	14.4	13.2	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,829	30,850	31,456	32,724	32,140	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	7.8%	7.8%	10.8%	9.4%	9.1%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	70.1%	70.1%	69.6%	70.4%	77.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.4%	7.5%	7.2%	8.5%	8.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	12.1%	na	12.7%	12.8%	12.1%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.0%	0.4%	0.0%	0.7%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%	

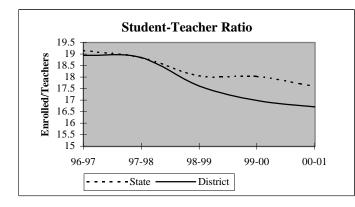
		Dis	trict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	79	82	83	85	88		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	70	77	76	74	78		88.6%	93.9%	91.6%	87.1%	88.6%
Newly Hired	9	5	7	11	10		11.4%	6.1%	8.4%	12.9%	11.4%
Transfers In	1	0	0	4	2		11.1%	0.0%	0.0%	36.4%	20.0%
Reentrants	2	4	5	3	4		22.2%	80.0%	71.4%	27.3%	40.0%
First Time Educators	6	1	2	4	4		66.7%	20.0%	28.6%	36.4%	40.0%
Total Exiting Next Year	2	6	9	7	-	I	2.5%	7.3%	10.8%	8.2%	-
Transfers Out	1	3	3	2	-		50.0%	50.0%	33.3%	28.6%	=
Leave Tennessee Educ.	1	3	6	5	-		50.0%	50.0%	66.7%	71.4%	-

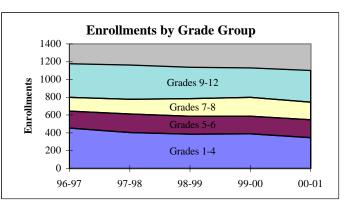
Dynamics Rates	District Rates										
District Attrition	2.5%	7.3%	10.8%	8.2%	-						
Transfers In/Out	1.00	0.00	0.00	2.00	-						

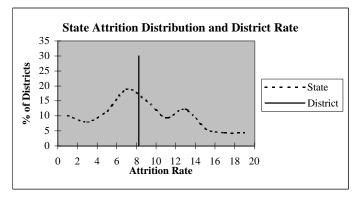
### District Report for: WEST CARROLL SP DIST

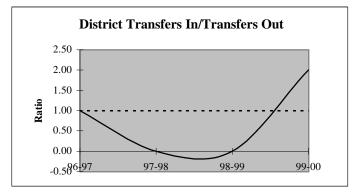
		District Counts					District Percentages					
Profile by Position	1996-97 19	97-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	79	82	83	85	88	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	4	5	5	5	6	5.1%	6.1%	6.0%	5.9%	6.8%		
Professional Staff	8	10	9	9	10	10.1%	12.2%	10.8%	10.6%	11.4%		
Total Teachers	67	67	69	71	72	84.8%	81.7%	83.1%	83.5%	81.8%		
Special Education	7	5	5	6	6	10.4%	7.5%	7.2%	8.5%	8.3%		
Pre-K & Kindergarten	5	4	4	4	5	7.5%	6.0%	5.8%	5.6%	6.9%		
Elementary (1-4)	20	23	22	23	24	29.9%	34.3%	31.9%	32.4%	33.3%		
Middle School (5-6)	11	10	10	12	11	16.4%	14.9%	14.5%	16.9%	15.3%		
Jr. High (7-8)	7	8	8	7	7	10.4%	11.9%	11.6%	9.9%	9.7%		
High School (9-12)	17	17	20	19	19	25.4%	25.4%	29.0%	26.8%	26.4%		
Business	1	2	2	1	1	5.9%	11.8%	10.0%	5.3%	5.3%		
Language Arts	1	3	3	3	3	5.9%	17.6%	15.0%	15.8%	15.8%		
Social Studies	2	2	2	1	3	11.8%	11.8%	10.0%	5.3%	15.8%		
Foreign Language	1	1	1	1	1	5.9%	5.9%	5.0%	5.3%	5.3%		
Mathematics	1	1	2	3	3	5.9%	5.9%	10.0%	15.8%	15.8%		
Science	2	1	2	2	1	11.8%	5.9%	10.0%	10.5%	5.3%		
Vocational Education	2	2	2	3	3	11.8%	11.8%	10.0%	15.8%	15.8%		
Other High School	7	5	6	5	4	41.2%	29.4%	30.0%	26.3%	21.1%		

Total Enrollments	1,269	1,263	1,215	1,206	1,203	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	85	94	75	67	97	6.7%	7.4%	6.2%	5.6%	8.1%
Grades 1-4	455	403	386	388	345	35.9%	31.9%	31.8%	32.2%	28.7%
Grades 5-6	188	210	202	199	203	14.8%	16.6%	16.6%	16.5%	16.9%
Grades 7-8	157	165	198	212	196	12.4%	13.1%	16.3%	17.6%	16.3%
Grades 9-12	378	386	352	332	356	29.8%	30.6%	29.0%	27.5%	29.6%
Ungraded	6	5	2	8	6	0.5%	0.4%	0.2%	0.7%	0.5%









District Counts

					<del>  </del>			ict i cicciita		
Profile by	1996-97 19	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	4	5	5	5	6	5.4%	6.5%	6.5%	6.6%	7.5%
White - Females	3	3	3	2	1	75.0%	60.0%	60.0%	40.0%	16.7%
White - Males	1	2	2	3	5	25.0%	40.0%	40.0%	60.0%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	6	8	7	7	8	8.1%	10.4%	9.1%	9.2%	10.0%
White - Females	5	7	7	7	8	83.3%	87.5%	100.0%	100.0%	100.0%
White - Males	1	1	0	0	0	16.7%	12.5%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	64	64	65	64	66	86.5%	83.1%	84.4%	84.2%	82.5%
White - Females	42	42	41	43	49	65.6%	65.6%	63.1%	67.2%	74.2%
White - Males	17	17	17	15	11	26.6%	26.6%	26.2%	23.4%	16.7%
Black - Females	3	3	4	4	4	4.7%	4.7%	6.2%	6.3%	6.1%
Black - Males	2	2	3	2	2	3.1%	3.1%	4.6%	3.1%	3.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	-									
Age Distribution			ict Counts					ict Percenta		
Age Distribution Teachers by Age Group	1996-97 1	Distr 997-98 1		s 999-00 2	000-01	1996-97	Distr	ict Percenta	iges 1999-00	2000-01
=	1996-97 19				000-01	1996-97				2000-01
Teachers by Age Group		997-98 1	998-99 1	999-00 2	000-01		1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	0	997-98 1	998-99 1	999-00 2	1	0.0%	1997-98	1998-99 0.0%	1999-00	1.9%
Teachers by Age Group Up to 24 25-29	0 5	997-98 1 0 6	998-99 1 0 5	999-00 2 0 3	1 0	0.0% 8.8%	1997-98 0.0% 10.5%	1998-99 0.0% 8.8%	1999-00 0.0% 5.4%	1.9% 0.0%
Teachers by Age Group Up to 24 25-29 30-34	0 5 6	997-98 1 0 6 3	998-99 1 0 5 3	999-00 2 0 3 6	1 0 9	0.0% 8.8% 10.5%	0.0% 10.5% 5.3%	1998-99 0.0% 8.8% 5.3%	1999-00 0.0% 5.4% 10.7%	1.9% 0.0% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	0 5 6 10	997-98 1 0 6 3 12	998-99 1 0 5 3 12	999-00 2 0 3 6 9	1 0 9 7	0.0% 8.8% 10.5% 17.5%	0.0% 10.5% 5.3% 21.1%	0.0% 8.8% 5.3% 21.1%	1999-00 0.0% 5.4% 10.7% 16.1%	1.9% 0.0% 17.0% 13.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	0 5 6 10 8	997-98 1 0 6 3 12 6	998-99 1 0 5 3 12 8	999-00 2 0 3 6 9 7	1 0 9 7 8	0.0% 8.8% 10.5% 17.5% 14.0%	0.0% 10.5% 5.3% 21.1% 10.5%	0.0% 8.8% 5.3% 21.1% 14.0%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5%	1.9% 0.0% 17.0% 13.2% 15.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 5 6 10 8 11	997-98 1 0 6 3 12 6 10	998-99 1 0 5 3 12 8 9	999-00 2 0 3 6 9 7 10	1 0 9 7 8 9	0.0% 8.8% 10.5% 17.5% 14.0% 19.3%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 5 6 10 8 11 14 3	997-98 1 0 6 3 12 6 10 15 5	998-99 1 0 5 3 12 8 9 14 6	999-00 2 0 3 6 9 7 10 13 8	1 0 9 7 8 9 8	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 5 6 10 8 11 14	997-98 1 0 6 3 12 6 10 15	998-99 1 0 5 3 12 8 9 14	999-00 2 0 3 6 9 7 10 13	1 0 9 7 8 9	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 5 6 10 8 11 14 3	997-98 1 0 6 3 12 6 10 15 5	998-99 1 0 5 3 12 8 9 14 6	999-00 2 0 3 6 9 7 10 13 8	1 0 9 7 8 9 8	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 5 6 10 8 11 14 3	997-98 1 0 6 3 12 6 10 15 5 43.6	998-99 1 0 5 3 12 8 9 14 6 44.4	999-00 2 0 3 6 9 7 10 13 8 44.7	1 0 9 7 8 9 8	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3% 8.8%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6% 10.5%	0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2% 14.3%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 5 6 10 8 11 14 3 42.8	997-98 1 0 6 3 12 6 10 15 5 43.6	998-99 1 0 5 3 12 8 9 14 6 44.4	999-00 2 0 3 6 9 7 10 13 8 44.7	1 0 9 7 8 9 8 11 44.3	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6% 5.3%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3% 8.8%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6% 10.5%	0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2% 14.3%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0% 15.1% 20.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 5 6 10 8 11 14 3 42.8	997-98 1 0 6 3 12 6 10 15 5 43.6	998-99 1 0 5 3 12 8 9 14 6 44.4	999-00 2 0 3 6 9 7 10 13 8 44.7	1 0 9 7 8 9 8 11 44.3	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6% 5.3%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3% 8.8%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6% 10.5%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2% 14.3%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0% 15.1% 20.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 5 6 10 8 11 14 3 42.8	997-98 1 0 6 3 12 6 10 15 5 43.6	998-99 1  0 5 3 12 8 9 14 6 44.4  iict Counts 998-99 1	999-00 2 0 3 6 9 7 10 13 8 44.7	1 0 9 7 8 9 8 11 44.3	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6% 5.3%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3% 8.8%  Distr 1997-98 17.9%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6% 10.5%  ict Percenta 1998-99 10.1%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2% 14.3%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0% 15.1% 20.8% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 5 6 10 8 11 14 3 42.8	997-98 1 0 6 3 12 6 10 15 5 43.6  Distr	998-99 1 0 5 3 12 8 9 14 6 44.4 sict Counts 998-99 1 7 15	999-00 2 0 3 6 9 7 10 13 8 44.7	1 0 9 7 8 9 8 11 44.3	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6% 5.3%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3% 8.8%  Distr 1997-98	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6% 10.5%  ict Percenta 1998-99 10.1% 21.7%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2% 14.3% 18.3%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0% 15.1% 20.8% 2000-01 23.6% 18.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 5 6 10 8 11 14 3 42.8	997-98 1 0 6 3 12 6 10 15 5 43.6  Distr 997-98 1 12 8 8	998-99 1 0 5 3 12 8 9 14 6 44.4 sict Counts 998-99 1 7 15 8	999-00 2 0 3 6 9 7 10 13 8 44.7	1 0 9 7 8 9 8 11 44.3	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6% 5.3% 1996-97 17.9% 13.4% 11.9%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3% 8.8%  Distr 1997-98 11.9% 11.9%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6% 10.5%  ict Percenta 1998-99 10.1% 21.7% 11.6%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2% 14.3% 18.3% 18.3% 5.6%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0% 15.1% 20.8% 2000-01 23.6% 18.1% 8.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 5 6 10 8 11 14 3 42.8	997-98 1 0 6 3 12 6 10 15 5 43.6 Distr 997-98 1 12 8 8	998-99 1 0 5 3 12 8 9 14 6 44.4 sict Counts 998-99 1 7 15 8 7	999-00 2 0 3 6 9 7 10 13 8 44.7 s 999-00 2 13 13 4 11	1 0 9 7 8 9 8 11 44.3	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6% 5.3% 1996-97 17.9% 13.4% 11.9% 10.4%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3% 8.8%  Distr 1997-98 11.9% 11.9% 11.9%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6% 10.5%  ict Percenta 1998-99 10.1% 21.7% 11.6% 10.1%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2% 14.3% 18.3% 18.3% 5.6% 15.5%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0% 15.1% 20.8% 2000-01 23.6% 18.1% 8.3% 9.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 5 6 10 8 11 14 3 42.8	997-98 1 0 6 3 12 6 10 15 5 43.6  Distr 997-98 1 12 8 8	998-99 1 0 5 3 12 8 9 14 6 44.4 sict Counts 998-99 1 7 15 8	999-00 2 0 3 6 9 7 10 13 8 44.7	1 0 9 7 8 9 8 11 44.3	0.0% 8.8% 10.5% 17.5% 14.0% 19.3% 24.6% 5.3% 1996-97 17.9% 13.4% 11.9%	0.0% 10.5% 5.3% 21.1% 10.5% 17.5% 26.3% 8.8%  Distr 1997-98 11.9% 11.9%	0.0% 8.8% 5.3% 21.1% 14.0% 15.8% 24.6% 10.5%  ict Percenta 1998-99 10.1% 21.7% 11.6%	1999-00 0.0% 5.4% 10.7% 16.1% 12.5% 17.9% 23.2% 14.3% 18.3% 18.3% 5.6%	1.9% 0.0% 17.0% 13.2% 15.1% 17.0% 15.1% 20.8% 2000-01 23.6% 18.1% 8.3%

Average Experience

14.0

14.4

14.4

13.2

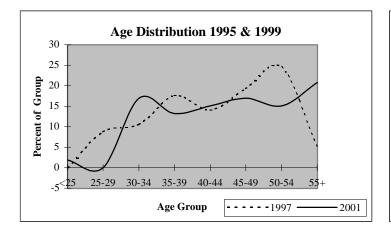
14.7

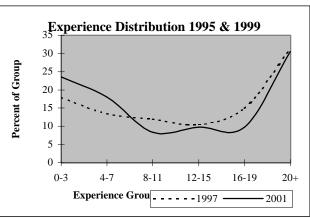
		Distri	ct Counts			District Rates				
Attrition	1996-97 19	97-98 19	98-99 199	99-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	2	6	9	7	-	2.5%	7.3%	10.8%	8.2%	-
Attrition from Transfers	1	3	3	2	-	1.3%	3.7%	3.6%	2.4%	-
Attrition from Exits	1	3	6	5	-	1.3%	3.7%	7.2%	5.9%	-
Teacher Attrition	2	4	8	6	_	3.0%	6.0%	11.6%	8.5%	-
Attrition from Transfers	1	2	3	2	-	1.5%	3.0%	4.3%	2.8%	-
Attrition from Exits	1	2	5	4	-	1.5%	3.0%	7.2%	5.6%	-
District Retention										
<b>Educator Retention</b>	77	76	74	78	-	97.5%	92.7%	89.2%	91.8%	-
Teacher Retention	65	63	61	65	-	97.0%	94.0%	88.4%	91.5%	-
										Ī
Teacher Retention		Distr	rict Rates				Statewid	le Rates		

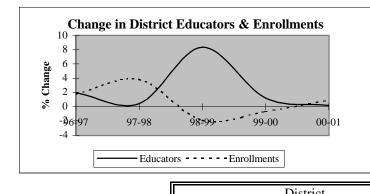
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	80.0%	5.0%	15.0%					
1 Year of Experience	83.3%	8.3%	8.3%					
2 Years of Experience	73.3%	0.0%	26.7%					
3 Years of Experience	100.0%	0.0%	0.0%					
4 Years of Experience	100.0%	0.0%	0.0%					
5 Years of Experience	77.8%	16.7%	5.6%					

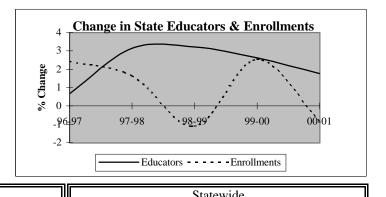
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ict Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-9	7	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	9.1%	10.8%	12.9%	19.8%	22.5%	8.7	%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	6.0%	6.5%	7.0%	7.9%	4.6	%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.3%	4.9%	1.2%	3.5%	1.1%	1.1	%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.6%	87.8%	90.4%	88.2%	89.8%	90.2	%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1	%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.1%	7.3%	8.4%	8.2%	9.1%	8.6	%	9.3%	9.4%	11.0%	10.3%









<u> </u>			District			<u>Statewide</u>				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.9	14.3	13.0	12.7	12.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.3	16.8	15.1	14.9	15.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	9	2	39	6	1	-	-	-	-	-
% Change in Educators	2.0%	0.4%	8.3%	1.2%	0.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	111	245	-128	-45	62	-	-	-	-	-
% Change in Enrollment	1.7%	3.8%	-1.9%	-0.7%	0.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.2%	2.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	5.1%	4.5%	4.5%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.9%	9.4%	9.3%	10.1%	10.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	0.9%	0.6%	1.2%	1.4%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	4.3%	4.2%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	21.7%	25.0%	26.1%	30.4%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.0	42.3	42.3	42.5	42.7	43.3	43.5	43.6	43.7	43.9
Average Experience	15.2	14.6	14.4	14.1	14.2	13.8	13.7	13.7	13.4	13.3
Average Salary	29,586	29,570	30,807	31,436	31,290	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.5%	0.5%	0.5%	0.9%	1.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	65.0%	64.3%	65.4%	66.4%	66.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.6%	8.3%	9.6%	9.6%	9.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.5%	na	0.8%	0.7%	0.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	3.7%	2.1%	1.9%	1.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

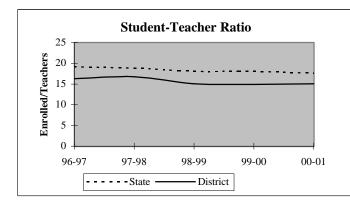
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	I	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	466	468	507	513	514		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	434	424	466	467	482		93.1%	90.6%	91.9%	91.0%	93.8%
Newly Hired	32	44	41	46	32	IĽ	6.9%	9.4%	8.1%	9.0%	6.2%
Transfers In	4	7	6	5	2		12.5%	15.9%	14.6%	10.9%	6.3%
Reentrants	11	9	13	13	5		34.4%	20.5%	31.7%	28.3%	15.6%
First Time Educators	17	28	22	28	25		53.1%	63.6%	53.7%	60.9%	78.1%
Total Exiting Next Year	42	2	40	31	=	IĽ	9.0%	0.4%	7.9%	6.0%	=
Transfers Out	8	0	6	11	-		19.0%	0.0%	15.0%	35.5%	-
Leave Tennessee Educ.	34	2	34	20	_		81.0%	100.0%	85.0%	64.5%	_

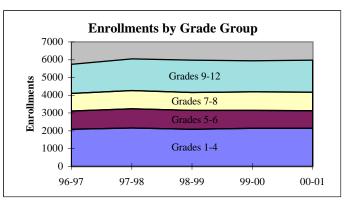
Dynamics Rates	District Rates									
District Attrition	9.0%	0.4%	7.9%	6.0%	-					
Transfers In/Out	0.50	nc	1.00	0.45	-					

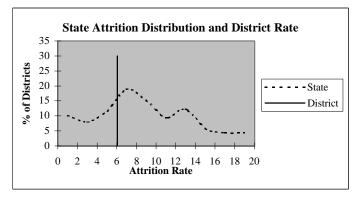
### District Report for: CARTER COUNTY

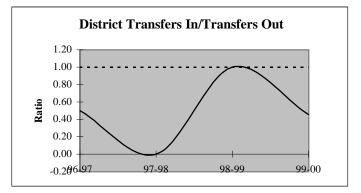
	District Counts District Percentages							ages		
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	466	468	507	513	514	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	24	23	23	21	4.9%	5.1%	4.5%	4.5%	4.1%
Professional Staff	46	44	47	52	55	9.9%	9.4%	9.3%	10.1%	10.7%
Total Teachers	397	400	437	438	438	85.2%	85.5%	86.2%	85.4%	85.2%
Special Education	34	33	42	42	40	8.6%	8.3%	9.6%	9.6%	9.1%
Pre-K & Kindergarten	34	37	37	33	36	8.6%	9.3%	8.5%	7.5%	8.2%
Elementary (1-4)	145	147	161	165	155	36.5%	36.8%	36.8%	37.7%	35.4%
Middle School (5-6)	42	44	45	45	54	10.6%	11.0%	10.3%	10.3%	12.3%
Jr. High (7-8)	39	37	38	39	42	9.8%	9.3%	8.7%	8.9%	9.6%
High School (9-12)	103	102	114	114	111	25.9%	25.5%	26.1%	26.0%	25.3%
Business	4	3	3	4	5	3.9%	2.9%	2.6%	3.5%	4.5%
Language Arts	14	11	11	15	18	13.6%	10.8%	9.6%	13.2%	16.2%
Social Studies	10	9	9	14	13	9.7%	8.8%	7.9%	12.3%	11.7%
Foreign Language	1	3	4	3	3	1.0%	2.9%	3.5%	2.6%	2.7%
Mathematics	11	10	11	13	12	10.7%	9.8%	9.6%	11.4%	10.8%
Science	9	11	11	12	11	8.7%	10.8%	9.6%	10.5%	9.9%
Vocational Education	28	26	26	25	24	27.2%	25.5%	22.8%	21.9%	21.6%
Other High School	26	29	39	28	25	25.2%	28.4%	34.2%	24.6%	22.5%

Total Enrollments	6,464	6,709	6,581	6,536	6,598	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	579	521	495	494	507	9.0%	7.8%	7.5%	7.6%	7.7%
Grades 1-4	2,086	2,168	2,088	2,140	2,138	32.3%	32.3%	31.7%	32.7%	32.4%
Grades 5-6	1,019	1,072	1,059	1,004	993	15.8%	16.0%	16.1%	15.4%	15.1%
Grades 7-8	989	1,023	1,013	1,055	1,042	15.3%	15.2%	15.4%	16.1%	15.8%
Grades 9-12	1,652	1,785	1,810	1,741	1,805	25.6%	26.6%	27.5%	26.6%	27.4%
Ungraded	139	140	116	102	113	2.2%	2.1%	1.8%	1.6%	1.7%









		Dist	rict Count	S		District Percentages					
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender	<u> </u>					<u>                                     </u>					
Administrative	23	24	23	23	21	5.0%	5.2%	4.6%	4.6%	4.2%	
White - Females	5	6	6	7	7	21.7%	25.0%	26.1%	30.4%	33.3%	
White - Males	17	17	17	16	14	73.9%	70.8%	73.9%	69.6%	66.7%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	1	1	0	0	0	4.3%	4.2%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	45	43	46	49	51	9.8%	9.3%	9.3%	9.9%	10.3%	
White - Females	35	34	36	39	41	77.8%	79.1%	78.3%	79.6%	80.4%	
White - Males	9	8	9	8	8	20.0%	18.6%	19.6%	16.3%	15.7%	
Black - Females	1	1	1	1	1	2.2%	2.3%	2.2%	2.0%	2.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	2.0%	2.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	390	393	427	423	424	85.2%	85.4%	86.1%	85.5%	85.5%	
White - Females	254	255	282	283	284	65.1%	64.9%	66.0%	66.9%	67.0%	
White - Males	134	136	143	136	135	34.4%	34.6%	33.5%	32.2%	31.8%	
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.2%	0.2%	
Black - Males	1	1	1	1	1	0.3%	0.3%	0.2%	0.2%	0.2%	
Other - Females Other - Males	$\frac{1}{0}$	1 0	1 0	2	3	0.3% 0.0%	0.3% 0.0%	0.2% 0.0%	0.5% 0.0%	0.7% 0.0%	
Other - Males	U	U	U	U	U	0.0%	0.0%	0.0%	0.0%	0.0%	
Age Distribution		Dist	rict Count	S			Distr	rict Percenta	ages		
Teachers by Age Group	1996-97 1	007.00.1	000 00 1	000 00 0	0000 01	1996-97	1997-98	1998-99	1999-00	2000-01	
	1990-97   1	.997-98  1	998-99 1	999-00 2	2000-01						
· · · · · · · · · · · · · · · · · · ·	1990-97	997-98 <u>  1</u> 4	998-99 1	999-00 2	3	0.3%	1.1%	1.3%	0.8%	0.8%	
Up to 24 25-29						السسسا	1.1% 12.2%	1.3% 11.8%	0.8% 10.3%	0.8% 10.6%	
Up to 24	1	4	5	3	3	0.3%					
Up to 24 25-29	1 40	4 45	5 47	3 40	3 41	0.3% 10.7%	12.2%	11.8%	10.3%	10.6%	
Up to 24 25-29 30-34	1 40 46	4 45 46	5 47 56	3 40 61	3 41 57	0.3% 10.7% 12.3%	12.2% 12.4%	11.8% 14.1%	10.3% 15.8%	10.6% 14.8%	
Up to 24 25-29 30-34 35-39	1 40 46 51	4 45 46 49	5 47 56 50	3 40 61 49	3 41 57 53	0.3% 10.7% 12.3% 13.7%	12.2% 12.4% 13.2%	11.8% 14.1% 12.6%	10.3% 15.8% 12.7%	10.6% 14.8% 13.8%	
Up to 24 25-29 30-34 35-39 40-45	1 40 46 51 59	4 45 46 49 51	5 47 56 50 54	3 40 61 49 54	3 41 57 53 58	0.3% 10.7% 12.3% 13.7% 15.8%	12.2% 12.4% 13.2% 13.8%	11.8% 14.1% 12.6% 13.6%	10.3% 15.8% 12.7% 14.0%	10.6% 14.8% 13.8% 15.1%	
Up to 24 25-29 30-34 35-39 40-45 45-49	1 40 46 51 59 78	4 45 46 49 51 82	5 47 56 50 54 82	3 40 61 49 54 79	3 41 57 53 58 59	0.3% 10.7% 12.3% 13.7% 15.8% 20.9%	12.2% 12.4% 13.2% 13.8% 22.2%	11.8% 14.1% 12.6% 13.6% 20.6%	10.3% 15.8% 12.7% 14.0% 20.4%	10.6% 14.8% 13.8% 15.1% 15.3%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 40 46 51 59 78 53	4 45 46 49 51 82 57	5 47 56 50 54 82 53	3 40 61 49 54 79 54	3 41 57 53 58 59 56	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 40 46 51 59 78 53 45	4 45 46 49 51 82 57 36	5 47 56 50 54 82 53 51	3 40 61 49 54 79 54 47	3 41 57 53 58 59 56 58	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 40 46 51 59 78 53 45	4 45 46 49 51 82 57 36	5 47 56 50 54 82 53 51	3 40 61 49 54 79 54 47	3 41 57 53 58 59 56 58	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 40 46 51 59 78 53 45	4 45 46 49 51 82 57 36 42.3	5 47 56 50 54 82 53 51	3 40 61 49 54 79 54 47 42.5	3 41 57 53 58 59 56 58	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4% 9.7%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0% 12.1%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 40 46 51 59 78 53 45	4 45 46 49 51 82 57 36 42.3	5 47 56 50 54 82 53 51 42.3	3 40 61 49 54 79 54 47 42.5	3 41 57 53 58 59 56 58 42.7	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2% 12.1%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4% 9.7%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3% 12.8%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0% 12.1%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 40 46 51 59 78 53 45 43.0	4 45 46 49 51 82 57 36 42.3	5 47 56 50 54 82 53 51 42.3	3 40 61 49 54 79 54 47 42.5	3 41 57 53 58 59 56 58 42.7	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2% 12.1%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4% 9.7%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3% 12.8%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0% 12.1%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5% 15.1%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 40 46 51 59 78 53 45 43.0	4 45 46 49 51 82 57 36 42.3	5 47 56 50 54 82 53 51 42.3	3 40 61 49 54 79 54 47 42.5	3 41 57 53 58 59 56 58 42.7	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2% 12.1%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4% 9.7% Distr	11.8% 14.1% 12.6% 13.6% 20.6% 13.3% 12.8%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0% 12.1%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5% 15.1%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 40 46 51 59 78 53 45 43.0	4 45 46 49 51 82 57 36 42.3 Distr	5 47 56 50 54 82 53 51 42.3	3 40 61 49 54 79 54 47 42.5	3 41 57 53 58 59 56 58 42.7	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2% 12.1%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4% 9.7%  Distr 1997-98 20.5%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3% 12.8%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0% 12.1%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5% 15.1% 2000-01	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 40 46 51 59 78 53 45 43.0 1996-97 1 67 44 46 34	4 45 46 49 51 82 57 36 42.3 Distr 997-98 1 82 48 37 35	5 47 56 50 54 82 53 51 42.3 rict Count 998-99 1 92 63 34 38	3 40 61 49 54 79 54 47 42.5	3 41 57 53 58 59 56 58 42.7 2000-01 92 73 42 42	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2% 12.1%  1996-97 16.9% 11.1%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4% 9.7%  Distr 1997-98 20.5% 12.0%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3% 12.8%  ict Percenta 1998-99 21.1% 14.4%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0% 12.1% ages 1999-00 21.5% 16.9%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5% 15.1% 2000-01 21.0% 16.7%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 40 46 51 59 78 53 45 43.0 1996-97 1 67 44 46 34 60	4 45 46 49 51 82 57 36 42.3 Distr 997-98 1 82 48 37 35 55	5 47 56 50 54 82 53 51 42.3 rict Count 998-99 1 92 63 34 38 49	3 40 61 49 54 79 54 47 42.5 s 999-00 2 94 74 35 39 42	3 41 57 53 58 59 56 58 42.7 2000-01 92 73 42 42 28	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2% 12.1%  1996-97  16.9% 11.1% 11.6% 8.6% 15.1%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4% 9.7%  Distr 1997-98 20.5% 12.0% 9.3% 8.8% 13.8%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3% 12.8%  12.8%  14.4% 14.4% 14.4% 11.2%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0% 12.1%  ages  1999-00  21.5% 16.9% 8.0% 8.9% 9.6%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5% 15.1%  2000-01 21.0% 16.7% 9.6% 9.6% 6.4%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 40 46 51 59 78 53 45 43.0 1996-97 1 67 44 46 34	4 45 46 49 51 82 57 36 42.3 Distr 997-98 1 82 48 37 35	5 47 56 50 54 82 53 51 42.3 rict Count 998-99 1 92 63 34 38	3 40 61 49 54 79 54 47 42.5 s 999-00 2 94 74 35 39	3 41 57 53 58 59 56 58 42.7 2000-01 92 73 42 42	0.3% 10.7% 12.3% 13.7% 15.8% 20.9% 14.2% 12.1%  1996-97  16.9% 11.1% 11.6% 8.6%	12.2% 12.4% 13.2% 13.8% 22.2% 15.4% 9.7%  Distr 1997-98  20.5% 12.0% 9.3% 8.8%	11.8% 14.1% 12.6% 13.6% 20.6% 13.3% 12.8%  rict Percenta 1998-99 21.1% 14.4% 7.8% 8.7%	10.3% 15.8% 12.7% 14.0% 20.4% 14.0% 12.1% 1999-00 21.5% 16.9% 8.0% 8.9%	10.6% 14.8% 13.8% 15.1% 15.3% 14.5% 15.1% 2000-01 21.0% 16.7% 9.6% 9.6%	

Average Experience

14.1

14.2

14.4

14.6

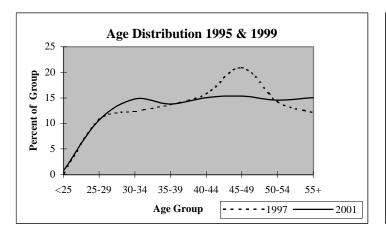
15.2

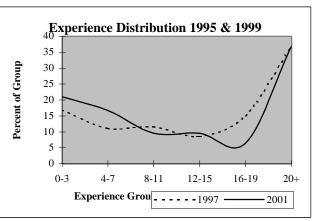
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	42	2	40	31	-	Ï	9.0%	0.4%	7.9%	6.0%	-		
Attrition from Transfers	8	0	6	11	-		1.7%	0.0%	1.2%	2.1%	-		
Attrition from Exits	34	2	34	20	-		7.3%	0.4%	6.7%	3.9%	-		
Teacher Attrition	35	1	32	25	-		8.8%	0.3%	7.3%	5.7%	-		
Attrition from Transfers	7	0	5	9	-		1.8%	0.0%	1.1%	2.1%	-		
Attrition from Exits	28	1	27	16	-		7.1%	0.3%	6.2%	3.7%	-		
District Retention													
<b>Educator Retention</b>	424	466	467	482	-		91.0%	99.6%	92.1%	94.0%	-		
Teacher Retention	362	399	405	413	-		91.2%	99.8%	92.7%	94.3%	-		

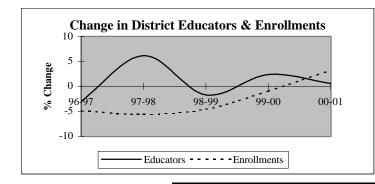
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	92.3%	1.9%	5.8%
1 Year of Experience	94.1%	1.0%	5.0%
2 Years of Experience	92.2%	4.9%	2.9%
3 Years of Experience	92.3%	3.3%	4.4%
4 Years of Experience	97.5%	0.0%	2.5%
5 Years of Experience	94.3%	0.0%	5.7%

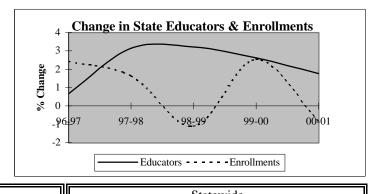
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	7.3%	12.1%	16.4%	20.1%	21.4%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	5.5%	9.6%	12.8%	13.2%	12.6%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	0.4%	1.1%	0.6%	0.8%	0.8%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	93.6%	90.8%	91.9%	91.0%	92.8%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.6%	0.0%	0.4%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	6.0%	8.1%	6.9%	8.2%	6.0%		8.6%	9.3%	9.4%	11.0%	10.3%		









	District 1996-97 1997-98 1998-99 1999-00 2000-0					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	:s										
Student to Educator Ratio	15.1	13.4	13.1	12.6	13.0	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.0	15.9	15.4	14.7	15.3	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-5	10	-3	4	1	-	-	-	-	-	
% Change in Educators	-3.0%	6.2%	-1.7%	2.4%	0.6%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-125	-138	-106	-21	70	-	-	-	-	-	
% Change in Enrollments	-4.9%	-5.6%	-4.6%	-1.0%	3.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.6%	1.2%	0.6%	0.6%	5.2%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.6%	5.2%	4.7%	5.2%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.5%	10.5%	10.7%	8.7%	10.3%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.6%	0.6%	0.6%	0.6%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	55.6%	55.6%	50.0%	33.3%	22.2%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	45.2	45.2	46.7	45.9	45.2	43.3	43.5	43.6	43.7	43.9	
Average Experience	16.2	15.7	16.9	16.2	15.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	33,544	33,302	35,968	37,061	36,263	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.8%	0.7%	0.7%	0.7%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	66.9%	67.6%	66.4%	66.4%	67.3%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.3%	11.0%	9.8%	10.1%	9.5%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	4.8%	na	5.5%	5.1%	5.6%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.5%	0.7%	1.0%	0.8%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%	
_											

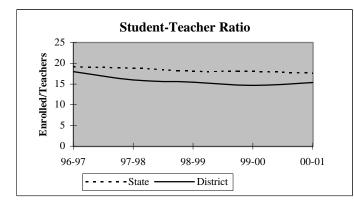
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	162	172	169	173	174		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	151	153	161	154	158		93.2%	89.0%	95.3%	89.0%	90.8%
Newly Hired	11	19	8	19	16		6.8%	11.0%	4.7%	11.0%	9.2%
Transfers In	0	6	0	5	7		0.0%	31.6%	0.0%	26.3%	43.8%
Reentrants	8	1	4	7	3		72.7%	5.3%	50.0%	36.8%	18.8%
First Time Educators	3	12	4	7	6		27.3%	63.2%	50.0%	36.8%	37.5%
Total Exiting Next Year	9	11	15	15	-	I	5.6%	6.4%	8.9%	8.7%	-
Transfers Out	2	4	3	3	-		22.2%	36.4%	20.0%	20.0%	=
Leave Tennessee Educ.	7	7	12	12	-		77.8%	63.6%	80.0%	80.0%	-

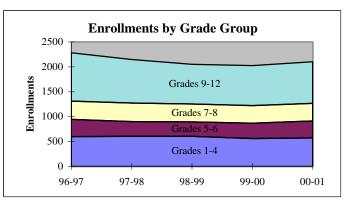
Dynamics Rates	District Rates								
District Attrition	5.6%	6.4%	8.9%	8.7%	-				
Transfers In/Out	0.00	1.50	0.00	1.67	-				

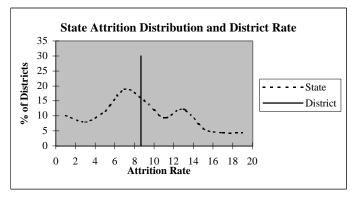
### District Report for: ELIZABETHTON

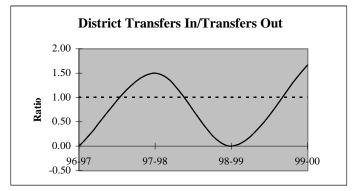
		Dist	trict Coun	ts			Distr	rict Percent	ict Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01			
Total Educators	162	172	169	173	174	100.0%	100.0%	100.0%	100.0%	100.0%			
Administrators	9	9	8	9	9	5.6%	5.2%	4.7%	5.2%	5.2%			
Professional Staff	17	18	18	15	18	10.5%	10.5%	10.7%	8.7%	10.3%			
Total Teachers	136	145	143	149	147	84.0%	84.3%	84.6%	86.1%	84.5%			
Special Education	14	16	14	15	14	10.3%	11.0%	9.8%	10.1%	9.5%			
Pre-K & Kindergarten	5	8	8	9	11	3.7%	5.5%	5.6%	6.0%	7.5%			
Elementary (1-4)	40	40	38	40	40	29.4%	27.6%	26.6%	26.8%	27.2%			
Middle School (5-6)	11	12	11	12	12	8.1%	8.3%	7.7%	8.1%	8.2%			
Jr. High (7-8)	16	17	19	20	20	11.8%	11.7%	13.3%	13.4%	13.6%			
High School (9-12)	50	52	53	53	50	36.8%	35.9%	37.1%	35.6%	34.0%			
Business	1	2	2	2	2	2.0%	3.8%	3.8%	3.8%	4.0%			
Language Arts	7	6	6	8	8	14.0%	11.5%	11.3%	15.1%	16.0%			
Social Studies	5	5	5	5	4	10.0%	9.6%	9.4%	9.4%	8.0%			
Foreign Language	3	3	3	3	3	6.0%	5.8%	5.7%	5.7%	6.0%			
Mathematics	6	7	7	7	7	12.0%	13.5%	13.2%	13.2%	14.0%			
Science	5	6	7	7	6	10.0%	11.5%	13.2%	13.2%	12.0%			
Vocational Education	9	10	11	9	10	18.0%	19.2%	20.8%	17.0%	20.0%			
Other High School	14	13	12	12	10	28.0%	25.0%	22.6%	22.6%	20.0%			
Total Enrollments	2,450	2,312	2,206	2,185	2,255	100.0%	100.0%	100.0%	100.0%	100.0%			
D IZ 0 IZ	150	1.47	105	1.40	1.41	C 10/	C 10/	C 10/	C = 0/	C 20/			

Total Enrollments	2,450	2,312	2,206	2,185	2,255	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	156	147	135	142	141	6.4%	6.4%	6.1%	6.5%	6.3%
Grades 1-4	600	602	605	562	572	24.5%	26.0%	27.4%	25.7%	25.4%
Grades 5-6	345	297	291	306	341	14.1%	12.8%	13.2%	14.0%	15.1%
Grades 7-8	364	372	357	352	354	14.9%	16.1%	16.2%	16.1%	15.7%
Grades 9-12	970	877	796	805	832	39.6%	37.9%	36.1%	36.8%	36.9%
Ungraded	15	17	22	18	15	0.6%	0.7%	1.0%	0.8%	0.7%









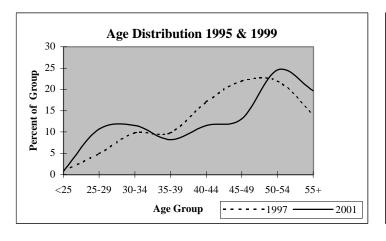
		Disti	ici Count				Disti	ict Percent	ages	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	1	**	**							
Administrative	9	9	8	9	9	5.7%	5.4%	5.0%	5.5%	5.5%
White - Females	5	5	4	3	2	55.6%	55.6%	50.0%	33.3%	22.2%
White - Males	4	4	4	6	7	44.4%	44.4%	50.0%	66.7%	77.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	18	18	15	18	10.8%	10.8%	11.2%	9.1%	11.0%
White - Females	10	12	14	13	16	58.8%	66.7%	77.8%	86.7%	88.9%
White - Males	7	6	4	2	2	41.2%	33.3%	22.2%	13.3%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	132	139	135	140	137	83.5%	83.7%	83.9%	85.4%	83.5%
White - Females	87	93	88	92	93	65.9%	66.9%	65.2%	65.7%	67.9%
White - Males	44	45	46	47	43	33.3%	32.4%	34.1%	33.6%	31.4%
Black - Females	1	1	1	1	0	0.8%	0.7%	0.7%	0.7%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.7%
Age Distribution		Dist	rict Count	s			Distr	ict Percent	ages	
Age Distribution Teachers by Age Group	1996-97 1				2000-01	1996-97	Distr	ict Percent 1998-99	ages 1999-00	2000-01
	1996-97				2000-01	1996-97				2000-01
Teachers by Age Group		997-98 1	998-99 1	999-00 2			1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	1	997-98 1	998-99 1 1	999-00 2	1	0.8%	1997-98 1.6%	1998-99	1999-00	0.8%
Teachers by Age Group Up to 24 25-29	1 6	997-98 1 2 8	998-99 1 1 5	999-00 2 1 11	1 13	0.8% 4.9%	1997-98 1.6% 6.3%	1998-99 0.8% 4.0%	1999-00 0.8% 8.7%	0.8% 10.7%
Teachers by Age Group Up to 24 25-29 30-34	1 6 12	997-98 1 2 8 11	998-99 1 1 5 11	999-00 2 1 11 12	1 13 14	0.8% 4.9% 9.8%	1997-98 1.6% 6.3% 8.7%	1998-99 0.8% 4.0% 8.9%	1999-00 0.8% 8.7% 9.5%	0.8% 10.7% 11.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 6 12 12	997-98 1 2 8 11 11	998-99 1 1 5 11 9	999-00 2 1 11 12 10	1 13 14 10	0.8% 4.9% 9.8% 9.8%	1997-98 1.6% 6.3% 8.7% 8.7%	1998-99 0.8% 4.0% 8.9% 7.3%	1999-00 0.8% 8.7% 9.5% 7.9%	0.8% 10.7% 11.5% 8.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 6 12 12 21	997-98 1 2 8 11 11 22	998-99 1 1 5 11 9 19	999-00 2 1 11 12 10 15	1 13 14 10 14	0.8% 4.9% 9.8% 9.8% 17.1%	1997-98 1.6% 6.3% 8.7% 8.7% 17.3%	1998-99 0.8% 4.0% 8.9% 7.3% 15.3%	1999-00 0.8% 8.7% 9.5% 7.9% 11.9%	0.8% 10.7% 11.5% 8.2% 11.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 6 12 12 21 27	997-98 1 2 8 11 11 22 25	998-99 1 5 11 9 19 25	999-00 2 1 11 12 10 15 24	1 13 14 10 14 16	0.8% 4.9% 9.8% 9.8% 17.1% 22.0%	1.6% 6.3% 8.7% 8.7% 17.3% 19.7%	1998-99 0.8% 4.0% 8.9% 7.3% 15.3% 20.2%	1999-00 0.8% 8.7% 9.5% 7.9% 11.9% 19.0%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 6 12 12 21 27 27	997-98 1 2 8 11 11 22 25 29	998-99 1 5 11 9 19 25 28	999-00 2 1 11 12 10 15 24 25	1 13 14 10 14 16 30	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0%	1.6% 6.3% 8.7% 8.7% 17.3% 19.7% 22.8%	1998-99 0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 22.6%	1999-00 0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 19.8%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 6 12 12 21 27 27 27	997-98 1 2 8 11 11 22 25 29 19	998-99 1 5 11 9 19 25 28 26	999-00 2 1 11 12 10 15 24 25 28	1 13 14 10 14 16 30 24	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0%	1.6% 6.3% 8.7% 8.7% 17.3% 19.7% 22.8%	1998-99 0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 22.6%	1999-00 0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 19.8%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 6 12 12 21 27 27 27	997-98 1 2 8 11 11 22 25 29 19 45.2	998-99 1 5 11 9 19 25 28 26	999-00 2 1 11 12 10 15 24 25 28 45.9	1 13 14 10 14 16 30 24	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0%	1.6% 6.3% 8.7% 8.7% 17.3% 19.7% 22.8% 15.0%	1998-99 0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 22.6%	1999-00 0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 19.8% 22.2%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 6 12 12 21 27 27 27	997-98 1 2 8 11 11 22 25 29 19 45.2	998-99 1 5 11 9 19 25 28 26 46.7	999-00 2 1 11 12 10 15 24 25 28 45.9	1 13 14 10 14 16 30 24 45.2	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0% 13.8%	1.6% 6.3% 8.7% 8.7% 17.3% 19.7% 22.8% 15.0%	1998-99 0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 22.6% 21.0%	1999-00 0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 19.8% 22.2%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 6 12 12 21 27 27 27 17 45.2	997-98 1 2 8 11 11 22 25 29 19 45.2	998-99 1 5 11 9 19 25 28 26 46.7	999-00 2 1 11 12 10 15 24 25 28 45.9	1 13 14 10 14 16 30 24 45.2	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0% 13.8%	1.6% 6.3% 8.7% 17.3% 19.7% 22.8% 15.0%	1998-99 0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 22.6% 21.0%	1999-00 0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 19.8% 22.2%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6% 19.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 6 12 12 21 27 27 27 17 45.2	997-98 1 2 8 11 11 22 25 29 19 45.2 Distr	998-99 1 5 11 9 19 25 28 26 46.7	999-00 2 1 11 12 10 15 24 25 28 45.9	1 13 14 10 14 16 30 24 45.2	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0% 13.8%	1997-98 1.6% 6.3% 8.7% 17.3% 19.7% 22.8% 15.0% Distr	1998-99  0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 22.6% 21.0%  ict Percent 1998-99	1999-00 0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 19.8% 22.2%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6% 19.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 6 12 12 21 27 27 17 45.2	997-98 1 2 8 11 11 22 25 29 19 45.2 Distr	998-99 1 5 11 9 19 25 28 26 46.7 rict Count 998-99 1	999-00 2 1 11 12 10 15 24 25 28 45.9 999-00 2	1 13 14 10 14 16 30 24 45.2	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0% 13.8%	1997-98 1.6% 6.3% 8.7% 17.3% 19.7% 22.8% 15.0% Distr 1997-98 13.1%	1998-99  0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 22.6% 21.0%  ict Percent 1998-99 11.2%	1999-00 0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 19.8% 22.2% ages 1999-00 14.8%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6% 19.7% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 6 12 12 21 27 27 17 45.2	997-98 1 2 8 11 11 22 25 29 19 45.2 Distr 997-98 1 19 23	998-99 1 5 11 9 19 25 28 26 46.7 rict Count 998-99 1 16 21	999-00 2 1 11 12 10 15 24 25 28 45.9 s 999-00 2 18	1 13 14 10 14 16 30 24 45.2	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0% 13.8%	1997-98 1.6% 6.3% 8.7% 17.3% 19.7% 22.8% 15.0% Distr 1997-98 13.1% 15.9%	1998-99  0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 21.0%  ict Percent 1998-99  11.2% 14.7%	1999-00  0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 12.2%  14.8% 12.1%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6% 19.7% 2000-01 18.4% 11.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 6 12 12 21 27 27 27 17 45.2	997-98 1 2 8 11 11 22 25 29 19 45.2 Distr 997-98 1 19 23 17	998-99 1 1 5 11 9 19 25 28 26 46.7 rict Count 998-99 1 16 21 13 15	999-00 2 1 11 12 10 15 24 25 28 45.9 8 999-00 2 18 17	1 13 14 10 14 16 30 24 45.2	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0% 13.8%  1996-97  12.5% 13.2% 13.2%	1997-98 1.6% 6.3% 8.7% 17.3% 19.7% 22.8% 15.0% Distr 1997-98 13.1% 15.9% 11.7%	1998-99  0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 22.6% 21.0%  ict Percent 1998-99  11.2% 14.7% 9.1%	1999-00  0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 19.8% 22.2%  ages 1999-00  14.8% 12.1% 11.4%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6% 19.7%  2000-01 18.4% 11.6% 12.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 6 12 12 21 27 27 17 45.2 1996-97 11 18 18 10	997-98 1 2 8 11 11 22 25 29 19 45.2 Distr 997-98 1 19 23 17 14	998-99 1 5 11 9 19 25 28 26 46.7 rict Count 998-99 1 16 21 13	999-00 2 1 11 12 10 15 24 25 28 45.9 s 999-00 2 18 17 16	1 13 14 10 14 16 30 24 45.2 2000-01 27 17 18 14	0.8% 4.9% 9.8% 9.8% 17.1% 22.0% 22.0% 13.8%  1996-97   12.5% 13.2% 13.2% 7.4%	1997-98 1.6% 6.3% 8.7% 17.3% 19.7% 22.8% 15.0% Distr 1997-98 13.1% 15.9% 11.7% 9.7%	1998-99  0.8% 4.0% 8.9% 7.3% 15.3% 20.2% 22.6% 21.0%  ict Percent 1998-99  11.2% 14.7% 9.1% 10.5%	1999-00  0.8% 8.7% 9.5% 7.9% 11.9% 19.0% 19.8% 22.2%  ages 1999-00  14.8% 12.1% 11.4% 10.7%	0.8% 10.7% 11.5% 8.2% 11.5% 13.1% 24.6% 19.7%  2000-01 18.4% 11.6% 12.2% 9.5%

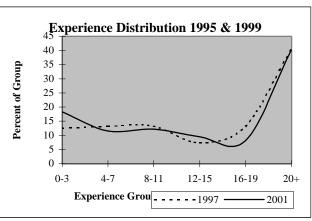
		Dis	trict Cour	nts		District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	9	11	15	15	-		5.6%	6.4%	8.9%	8.7%	-
Attrition from Transfers	2	4	3	3	-		1.2%	2.3%	1.8%	1.7%	-
Attrition from Exits	7	7	12	12	-		4.3%	4.1%	7.1%	6.9%	=
Teacher Attrition	7	7	12	14	-		5.1%	4.8%	8.4%	9.4%	-
Attrition from Transfers	2	3	1	3	-		1.5%	2.1%	0.7%	2.0%	-
Attrition from Exits	5	4	11	11	-		3.7%	2.8%	7.7%	7.4%	-
District Retention											
<b>Educator Retention</b>	153	161	154	158	-		94.4%	93.6%	91.1%	91.3%	-
Teacher Retention	129	138	131	135	-		94.9%	95.2%	91.6%	90.6%	-

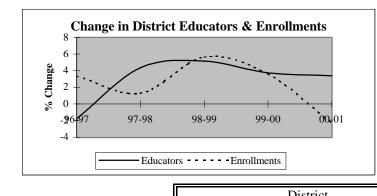
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	63.3%	13.3%	23.3%
1 Year of Experience	80.0%	5.0%	15.0%
2 Years of Experience	87.5%	0.0%	12.5%
3 Years of Experience	78.9%	5.3%	15.8%
4 Years of Experience	100.0%	0.0%	0.0%
5 Years of Experience	100.0%	0.0%	0.0%

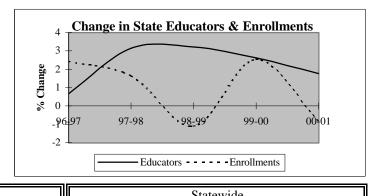
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percen	tages			Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	5.6%	10.9%	15.3%	15.5%	18.3%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	1.7%	6.0%	8.4%	6.3%	7.4%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	0.6%	1.7%	1.2%	0.0%	1.7%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	92.6%	90.1%	94.1%	90.8%	92.5%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	1.2%	0.6%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	6.8%	8.1%	4.7%	8.1%	5.2%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District					Statewide	·	
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	17.3	16.8	16.9	16.9	16.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.4	19.9	20.0	20.2	18.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-7	17	21	16	15	-	-	-	-	-
% Change in Educators	-1.8%	4.3%	5.1%	3.7%	3.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	220	87	388	263	-171	-	-	-	-	-
% Change in Enrollment	3.4%	1.3%	5.7%	3.6%	-2.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.8%	2.0%	1.2%	1.1%	9.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.9%	5.4%	5.2%	4.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.7%	10.5%	10.3%	11.5%	10.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.1%	1.3%	1.8%	1.5%	1.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	47.1%	55.0%	56.5%	56.5%	57.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.7	41.6	42.0	42.0	42.2	43.3	43.5	43.6	43.7	43.9
Average Experience	10.6	10.7	10.1	10.4	10.5	13.8	13.7	13.7	13.4	13.3
Average Salary	29,033	29,077	30,144	31,840	30,811	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.2%	1.2%	1.8%	1.5%	1.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.0%	76.2%	73.5%	72.8%	73.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.8%	7.2%	8.8%	7.5%	8.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.1%	na	2.3%	2.4%	2.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.2%	0.3%	0.3%	0.4%	0.4%	1.7%	1.6%	1.8%	1.8%	1.8%

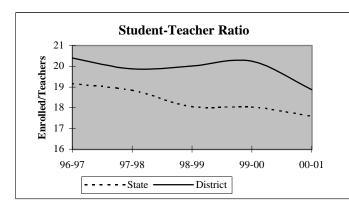
		Dis	strict Cour	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	391	408	429	445	460	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	341	336	351	370	394		87.2%	82.4%	81.8%	83.1%	85.7%
Newly Hired	50	72	78	75	66		12.8%	17.6%	18.2%	16.9%	14.3%
Transfers In	3	7	5	10	3		6.0%	9.7%	6.4%	13.3%	4.5%
Reentrants	30	31	31	23	28		60.0%	43.1%	39.7%	30.7%	42.4%
First Time Educators	17	34	42	42	35		34.0%	47.2%	53.8%	56.0%	53.0%
Total Exiting Next Year	55	57	59	51	-		14.1%	14.0%	13.8%	11.5%	-
Transfers Out	18	4	5	4	-		32.7%	7.0%	8.5%	7.8%	-
Leave Tennessee Educ.	37	53	54	47	-		67.3%	93.0%	91.5%	92.2%	-

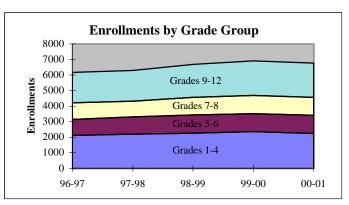
Dynamics Rates	District Rates								
District Attrition	14.1%	14.0%	13.8%	11.5%	-				
Transfers In/Out	0.17	1.75	1.00	2.50	-				

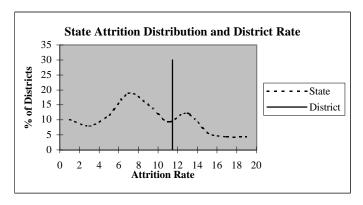
### District Report for: CHEATHAM COUNTY

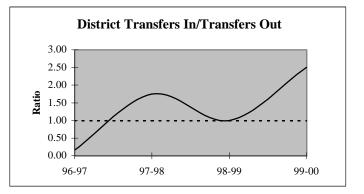
		Dis	trict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	391	408	429	445	460	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	17	20	23	23	21	4.3%	4.9%	5.4%	5.2%	4.6%	
Professional Staff	42	43	44	51	50	10.7%	10.5%	10.3%	11.5%	10.9%	
Total Teachers	332	345	362	371	389	84.9%	84.6%	84.4%	83.4%	84.6%	
Special Education	26	25	32	28	34	7.8%	7.2%	8.8%	7.5%	8.7%	
Pre-K & Kindergarten	26	26	26	24	24	7.8%	7.5%	7.2%	6.5%	6.2%	
Elementary (1-4)	123	128	123	134	133	37.0%	37.1%	34.0%	36.1%	34.2%	
Middle School (5-6)	41	41	44	48	54	12.3%	11.9%	12.2%	12.9%	13.9%	
Jr. High (7-8)	43	35	32	35	41	13.0%	10.1%	8.8%	9.4%	10.5%	
High School (9-12)	73	90	105	102	103	22.0%	26.1%	29.0%	27.5%	26.5%	
Business	5	4	3	3	6	6.8%	4.4%	2.9%	2.9%	5.8%	
Language Arts	8	10	9	14	11	11.0%	11.1%	8.6%	13.7%	10.7%	
Social Studies	6	8	9	10	13	8.2%	8.9%	8.6%	9.8%	12.6%	
Foreign Language	4	2	3	3	2	5.5%	2.2%	2.9%	2.9%	1.9%	
Mathematics	7	9	11	14	13	9.6%	10.0%	10.5%	13.7%	12.6%	
Science	9	9	10	7	11	12.3%	10.0%	9.5%	6.9%	10.7%	
Vocational Education	16	18	21	20	19	21.9%	20.0%	20.0%	19.6%	18.4%	
Other High School	18	30	39	31	28	24.7%	33.3%	37.1%	30.4%	27.2%	
Total Enrollments	6,772	6,859	7,247	7,510	7,339	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	6,772	6,859	7,247	7,510	7,339	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	572	534	523	567	544	8.4%	7.8%	7.2%	7.5%	7.4%
Grades 1-4	2,123	2,205	2,272	2,357	2,239	31.3%	32.1%	31.4%	31.4%	30.5%
Grades 5-6	1,019	1,109	1,153	1,160	1,176	15.0%	16.2%	15.9%	15.4%	16.0%
Grades 7-8	1,084	1,002	1,146	1,180	1,152	16.0%	14.6%	15.8%	15.7%	15.7%
Grades 9-12	1,947	1,987	2,121	2,218	2,199	28.8%	29.0%	29.3%	29.5%	30.0%
Ungraded	27	22	32	28	29	0.4%	0.3%	0.4%	0.4%	0.4%









		Dist	rict Cour	nts			Distr	ict Percenta	nges	
Profile by	1996-97 1	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u> </u>	<u> </u>			
Administrative	17	20	23	23	21	4.5%	5.2%	5.8%	5.6%	5.0%
White - Females	8	11	13	13	12	47.1%	55.0%	56.5%	56.5%	57.1%
White - Males	9	9	10	10	9	52.9%	45.0%	43.5%	43.5%	42.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	40	39	39	46	45	10.6%	10.1%	9.8%	11.2%	10.7%
White - Females	33	32	33	39	37	82.5%	82.1%	84.6%	84.8%	82.2%
White - Males	6	6	5	6	7	15.0%	15.4%	12.8%	13.0%	15.6%
Black - Females	1	1	1	1	1	2.5%	2.6%	2.6%	2.2%	2.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	319	327	336	341	356	84.8%	84.7%	84.4%	83.2%	84.4%
White - Females	248	252	248	251	264	77.7%	77.1%	73.8%	73.6%	74.2%
White - Males	64	71	82	85	86	20.1%	21.7%	24.4%	24.9%	24.2%
Black - Females	5	4	4	4	4	1.6%	1.2%	1.2%	1.2%	1.1%
Black - Males	2	0	1	0	0	0.6%	0.0%	0.3%	0.0%	0.0%
Other - Females	0	0	1	1	2	0.0%	0.0%	0.3%	0.3%	0.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Aga Distribution		Diet	rict Cour	nte	<del></del>		Dietr	ict Parcents	ngec	
Age Distribution	1996-97 1		rict Cour		2000-01	1996-97		ict Percenta		2000-01
Teachers by Age Group	<u> </u>	997-98 1	998-99	1999-00	2000-01		1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	6	997-98 1 7	998-99 5	1999-00	7	2.2%	1997-98 2.6%	1998-99	1999-00	2.7%
Teachers by Age Group Up to 24 25-29	6 48	997-98 1 7 40	998-99 5 38	1999-00 9 38	7 39	2.2% 17.6%	1997-98 2.6% 15.1%	1998-99 2.0% 15.0%	1999-00 3.5% 14.9%	2.7% 15.2%
Teachers by Age Group Up to 24 25-29 30-34	6 48 41	997-98 1 7 40 37	998-99 5 38 35	1999-00 9 38 31	7 39 37	2.2% 17.6% 15.0%	2.6% 15.1% 14.0%	2.0% 15.0% 13.8%	1999-00 3.5% 14.9% 12.2%	2.7% 15.2% 14.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39	6 48 41 30	997-98 1 7 40 37 30	998-99 5 38 35 32	1999-00 9 38 31 34	7 39 37 31	2.2% 17.6% 15.0% 11.0%	2.6% 15.1% 14.0% 11.3%	2.0% 15.0% 13.8% 12.6%	1999-00 3.5% 14.9% 12.2% 13.3%	2.7% 15.2% 14.4% 12.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	6 48 41 30 33	997-98 1 7 40 37 30 32	998-99 5 38 35 32 26	9 38 31 34 24	7 39 37 31 19	2.2% 17.6% 15.0% 11.0% 12.1%	2.6% 15.1% 14.0% 11.3% 12.1%	2.0% 15.0% 13.8% 12.6% 10.3%	1999-00 3.5% 14.9% 12.2% 13.3% 9.4%	2.7% 15.2% 14.4% 12.1% 7.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 48 41 30 33 56	997-98 1 7 40 37 30 32 50	998-99 5 38 35 32 26 44	9 38 31 34 24 43	7 39 37 31 19 39	2.2% 17.6% 15.0% 11.0% 12.1% 20.5%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4%	3.5% 14.9% 12.2% 13.3% 9.4% 16.9%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 48 41 30 33 56 39	997-98 1 7 40 37 30 32 50 46	5 38 35 32 26 44 41	9 38 31 34 24 43 40	7 39 37 31 19 39 46	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2%	3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 48 41 30 33 56	997-98 1 7 40 37 30 32 50	998-99 5 38 35 32 26 44	9 38 31 34 24 43	7 39 37 31 19 39	2.2% 17.6% 15.0% 11.0% 12.1% 20.5%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4%	3.5% 14.9% 12.2% 13.3% 9.4% 16.9%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 48 41 30 33 56 39	997-98 1 7 40 37 30 32 50 46	5 38 35 32 26 44 41	9 38 31 34 24 43 40	7 39 37 31 19 39 46	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2%	3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 48 41 30 33 56 39 20	997-98 1 7 40 37 30 32 50 46 23	998-99 5 38 35 32 26 44 41 32	9 38 31 34 24 43 40 36	7 39 37 31 19 39 46 39	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2%	3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 48 41 30 33 56 39 20	997-98 1 7 40 37 30 32 50 46 23 41.6	998-99 5 38 35 32 26 44 41 32	9 38 31 34 24 43 40 36 42.0	7 39 37 31 19 39 46 39	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4% 8.7%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2%	3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7% 14.1%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	6 48 41 30 33 56 39 20 40.7	997-98 1 7 40 37 30 32 50 46 23 41.6	998-99 5 38 35 32 26 44 41 32 42.0	9 38 31 34 24 43 40 36 42.0	7 39 37 31 19 39 46 39 42.2	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4% 8.7%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2% 12.6%	3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7% 14.1%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	6 48 41 30 33 56 39 20 40.7	997-98 1 7 40 37 30 32 50 46 23 41.6	998-99 5 38 35 32 26 44 41 32 42.0	9 38 31 34 24 43 40 36 42.0	7 39 37 31 19 39 46 39 42.2	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3% 7.3%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4% 8.7%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2% 12.6%	3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7% 14.1%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9% 15.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	6 48 41 30 33 56 39 20 40.7	997-98 1 7 40 37 30 32 50 46 23 41.6	5 38 35 32 26 44 41 32 42.0	1999-00 9 38 31 34 24 43 40 36 42.0	7 39 37 31 19 39 46 39 42.2	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3% 7.3%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4% 8.7%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2% 12.6%	1999-00 3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7% 14.1%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9% 15.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	6 48 41 30 33 56 39 20 40.7	997-98 1 7 40 37 30 32 50 46 23 41.6 Distr 997-98 1 98	5 38 35 32 26 44 41 32 42.0	9 38 31 34 24 43 40 36 42.0	7 39 37 31 19 39 46 39 42.2	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3% 7.3%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4% 8.7%  Distr 1997-98	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2% 12.6% ict Percenta	3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7% 14.1%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9% 15.2% 2000-01 31.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	6 48 41 30 33 56 39 20 40.7	997-98 1 7 40 37 30 32 50 46 23 41.6  Distr 997-98 1 98 70	998-99 5 38 35 32 26 44 41 32 42.0 rict Cour 998-99 118 70	1999-00 9 38 31 34 24 43 40 36 42.0 115 75	7 39 37 31 19 39 46 39 42.2 2000-01 124 78	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3% 7.3% 1996-97 27.1% 21.1%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4% 8.7%  Distr 1997-98	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2% 12.6%  ict Percenta 1998-99 32.6% 19.3%	1999-00  3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7% 14.1%  ages 1999-00  31.0% 20.2%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9% 15.2% 2000-01 31.9% 20.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	6 48 41 30 33 56 39 20 40.7 1996-97 1 90 70 40	997-98 1 7 40 37 30 32 50 46 23 41.6 Distr 997-98 1 98 70 37	5 38 35 32 26 44 41 32 42.0  rict Cour 998-99 118 70 45	1999-00 9 38 31 34 24 43 40 36 42.0 115 75 48	7 39 37 31 19 39 46 39 42.2 2000-01 124 78 48	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3% 7.3% 1996-97 27.1% 21.1% 12.0%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4% 8.7%  Distr 1997-98 28.4% 20.3% 10.7%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2% 12.6%  ict Percenta 1998-99 32.6% 19.3% 12.4%	1999-00  3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7% 14.1%  ages 1999-00 31.0% 20.2% 12.9%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9% 15.2% 2000-01 31.9% 20.1% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	6 48 41 30 33 56 39 20 40.7 1996-97 1 90 70 40 36	997-98 1 7 40 37 30 32 50 46 23 41.6 Distr 997-98 1 98 70 37 36	5 38 35 32 26 44 41 32 42.0 rict Cour 998-99 118 70 45 31	1999-00 9 38 31 34 24 43 40 36 42.0 115 75 48 30	7 39 37 31 19 39 46 39 42.2 2000-01 124 78 48 30	2.2% 17.6% 15.0% 11.0% 12.1% 20.5% 14.3% 7.3% 1996-97 27.1% 21.1% 12.0% 10.8%	2.6% 15.1% 14.0% 11.3% 12.1% 18.9% 17.4% 8.7%  Distr 1997-98 28.4% 20.3% 10.7% 10.4%	2.0% 15.0% 13.8% 12.6% 10.3% 17.4% 16.2% 12.6%  ict Percenta 1998-99  32.6% 19.3% 12.4% 8.6%	1999-00  3.5% 14.9% 12.2% 13.3% 9.4% 16.9% 15.7% 14.1%  ages 1999-00  31.0% 20.2% 12.9% 8.1%	2.7% 15.2% 14.4% 12.1% 7.4% 15.2% 17.9% 15.2% 2000-01 31.9% 20.1% 12.3% 7.7%

Average Experience

10.6

10.7

10.4

10.5

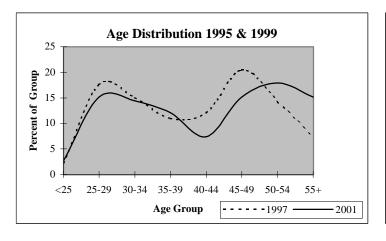
10.1

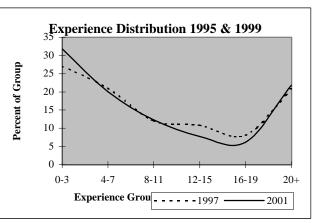
		Dis	trict Cour	nts			D	istrict Rate	S	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	55	57	59	51	=	14.1%	14.0%	13.8%	11.5%	-
Attrition from Transfers	18	4	5	4	-	4.6%	1.0%	1.2%	0.9%	-
Attrition from Exits	37	53	54	47	-	9.5%	13.0%	12.6%	10.6%	-
Teacher Attrition	45	51	54	46	-	13.6%	14.8%	14.9%	12.4%	-
Attrition from Transfers	14	4	4	4	-	4.2%	1.2%	1.1%	1.1%	-
Attrition from Exits	31	47	50	42	-	9.3%	13.6%	13.8%	11.3%	-
District Retention										
<b>Educator Retention</b>	336	351	370	394	-	85.9%	86.0%	86.2%	88.5%	-
Teacher Retention	287	294	308	325	-	86.4%	85.2%	85.1%	87.6%	-

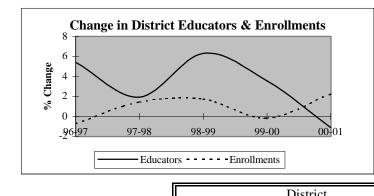
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	70.7%	6.7%	22.6%
1 Year of Experience	83.9%	3.2%	12.9%
2 Years of Experience	81.7%	5.2%	13.0%
3 Years of Experience	77.6%	3.0%	19.4%
4 Years of Experience	78.8%	6.7%	14.4%
5 Years of Experience	83.5%	2.4%	14.1%

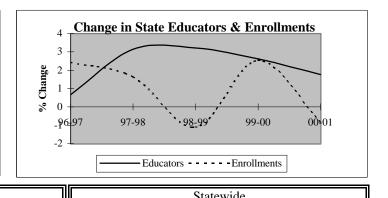
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages			Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	10.9%	15.9%	19.2%	22.9%	23.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.3%	9.9%	13.0%	11.4%	11.0%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.3%	0.2%	2.3%	1.6%	1.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.2%	83.6%	80.0%	83.1%	84.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.5%	0.2%	0.5%	0.4%	0.4%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	12.0%	15.9%	17.2%	14.8%	13.9%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	rs						<del></del> _			<del></del> _
Student to Educator Ratio	16.3	16.2	15.5	14.9	15.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.7	19.1	18.3	17.6	18.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	8	3	10	6	-2	-	-	-	-	-
% Change in Educators	5.4%	1.9%	6.3%	3.6%	-1.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-19	36	44	-5	58	-	-	-	-	-
% Change in Enrollment	-0.7%	1.4%	1.7%	-0.2%	2.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.6%	0.0%	0.0%	0.0%	6.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.5%	5.7%	5.3%	5.1%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.3%	9.4%	10.1%	9.7%	10.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.5%	6.2%	5.2%	4.9%	5.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	33.3%	33.3%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.4	44.5	45.6	46.5	47.5	43.3	43.5	43.6	43.7	43.9
Average Experience	12.7	12.1	12.2	12.4	12.1	13.8	13.7	13.7	13.4	13.3
Average Salary	29,890	30,219	31,550	32,394	32,179	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	8.5%	7.3%	6.1%	5.8%	5.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	75.7%	75.6%	74.1%	75.2%	74.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.8%	9.6%	9.1%	8.7%	8.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	16.4%	na	16.9%	17.3%	16.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	0.5%	0.2%	0.2%	0.2%	1.7%	1.6%	1.8%	1.8%	1.8%

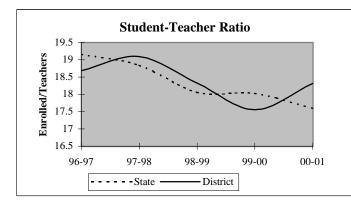
		Dis	strict Cou	nts			Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	156	159	169	175	173	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	136	132	157	156	158	87.2%	83.0%	92.9%	89.1%	91.3%
Newly Hired	20	27	12	19	15	12.8%	17.0%	7.1%	10.9%	8.7%
Transfers In	3	5	4	2	4	15.0%	18.5%	33.3%	10.5%	26.7%
Reentrants	5	6	3	4	4	25.0%	22.2%	25.0%	21.1%	26.7%
First Time Educators	12	16	5	13	7	60.0%	59.3%	41.7%	68.4%	46.7%
Total Exiting Next Year	24	2	13	17	-	15.4%	1.3%	7.7%	9.7%	-
Transfers Out	9	1	4	1	-	37.5%	50.0%	30.8%	5.9%	=
Leave Tennessee Educ.	15	1	9	16	-	62.5%	50.0%	69.2%	94.1%	-

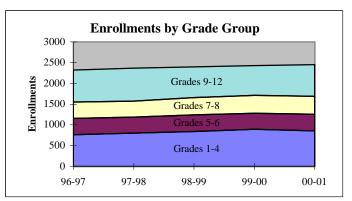
Dynamics Rates	District Rates							
District Attrition	15.4%	1.3%	7.7%	9.7%	-			
Transfers In/Out	0.33	5.00	1.00	2.00	-			

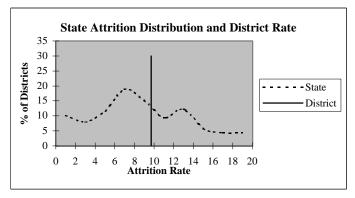
### District Report for: CHESTER COUNTY

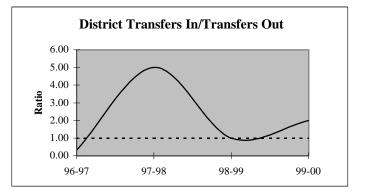
		Dis	trict Coun	ts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	156	159	169	175	173	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	9	9	9	9	4.5%	5.7%	5.3%	5.1%	5.2%
Professional Staff	13	15	17	17	18	8.3%	9.4%	10.1%	9.7%	10.4%
Total Teachers	136	135	143	149	146	87.2%	84.9%	84.6%	85.1%	84.4%
Special Education	12	13	13	13	13	8.8%	9.6%	9.1%	8.7%	8.9%
Pre-K & Kindergarten	8	8	8	7	9	5.9%	5.9%	5.6%	4.7%	6.2%
Elementary (1-4)	50	47	51	54	55	36.8%	34.8%	35.7%	36.2%	37.7%
Middle School (5-6)	14	13	13	16	17	10.3%	9.6%	9.1%	10.7%	11.6%
Jr. High (7-8)	13	14	14	15	14	9.6%	10.4%	9.8%	10.1%	9.6%
High School (9-12)	39	40	44	44	38	28.7%	29.6%	30.8%	29.5%	26.0%
Business	2	0	0	0	0	5.1%	0.0%	0.0%	0.0%	0.0%
Language Arts	6	4	5	5	5	15.4%	10.0%	11.4%	11.4%	13.2%
Social Studies	5	5	6	5	5	12.8%	12.5%	13.6%	11.4%	13.2%
Foreign Language	2	1	2	2	2	5.1%	2.5%	4.5%	4.5%	5.3%
Mathematics	5	4	5	6	4	12.8%	10.0%	11.4%	13.6%	10.5%
Science	3	2	3	4	4	7.7%	5.0%	6.8%	9.1%	10.5%
Vocational Education	5	7	8	9	11	12.8%	17.5%	18.2%	20.5%	28.9%
Other High School	11	17	15	13	7	28.2%	42.5%	34.1%	29.5%	18.4%
Total Enrollments	2 5/11	2 577	2 621	2 616	2 674	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	2,541	2,577	2,621	2,616	2,674	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	206	193	213	183	217	8.1%	7.5%	8.1%	7.0%	8.1%
Grades 1-4	760	803	840	891	858	29.9%	31.2%	32.0%	34.1%	32.1%
Grades 5-6	400	387	400	390	400	15.7%	15.0%	15.3%	14.9%	15.0%
Grades 7-8	389	386	417	432	432	15.3%	15.0%	15.9%	16.5%	16.2%
Grades 9-12	774	795	740	714	762	30.5%	30.8%	28.2%	27.3%	28.5%
Ungraded	12	13	11	6	5	0.5%	0.5%	0.4%	0.2%	0.2%









	<u> </u>		rict Count				Disti	ict Percent	uges	
Profile by	1996-97	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	7	9	9	9	9	4.8%	6.2%	5.8%	5.6%	5.7%
White - Females	0	3	3	3	3	0.0%	33.3%	33.3%	33.3%	33.3%
White - Males	7	6	6	6	6	100.0%	66.7%	66.7%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	12	14	15	16	7.5%	8.3%	9.1%	9.3%	10.1%
White - Females	10	10	12	13	13	90.9%	83.3%	85.7%	86.7%	81.3%
White - Males	1	2	2	2	2	9.1%	16.7%	14.3%	13.3%	12.5%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	129	124	131	138	134	87.8%	85.5%	85.1%	85.2%	84.3%
White - Females	92	91	94	100	97	71.3%	73.4%	71.8%	72.5%	72.4%
White - Males	26	24	29	30	30	20.2%	19.4%	22.1%	21.7%	22.4%
Black - Females	10	8	8	8	7	7.8%	6.5%	6.1%	5.8%	5.2%
Black - Males	1	1	0	0	0	0.8%	0.8%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Count	S			Distr	ict Percent	ages	
Age Distribution Teachers by Age Group	1996-97 1		rict Count		000-01	1996-97		ict Percent		2000-01
Teachers by Age Group		997-98 1	998-99 1	999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98 1 1	998-99 1	999-00 2	0	0.9%	1997-98	1998-99	1999-00	0.0%
Teachers by Age Group Up to 24 25-29	1 11	997-98 1 1 4	998-99 1 0 5	999-00 2 1 5	0 1	0.9% 10.3%	1997-98 1.0% 4.2%	1998-99 0.0% 5.3%	1999-00 1.1% 5.3%	0.0% 1.2%
Teachers by Age Group Up to 24 25-29 30-34	1 11 15	997-98 1 1 4 14	998-99 1 0 5 11	999-00 2 1 5 9	0 1 10	0.9% 10.3% 14.0%	1997-98 1.0% 4.2% 14.6%	1998-99 0.0% 5.3% 11.7%	1999-00 1.1% 5.3% 9.6%	0.0% 1.2% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 11 15 11	997-98 1 4 14 14	998-99 1 0 5 11 13	999-00 2 1 5 9 12	0 1 10 10	0.9% 10.3% 14.0% 10.3%	1997-98 1.0% 4.2% 14.6% 14.6%	1998-99 0.0% 5.3% 11.7% 13.8%	1999-00 1.1% 5.3% 9.6% 12.8%	0.0% 1.2% 12.0% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 11 15 11 18	997-98 1 4 14 14 14 14	998-99 1 0 5 11 13 10	999-00 2 1 5 9 12 10	0 1 10 10 10	0.9% 10.3% 14.0% 10.3% 16.8%	1997-98 1.0% 4.2% 14.6% 14.6% 14.6%	1998-99 0.0% 5.3% 11.7% 13.8% 10.6%	1999-00 1.1% 5.3% 9.6% 12.8% 10.6%	0.0% 1.2% 12.0% 12.0% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 11 15 11 18 23	997-98 1 4 14 14 14 14 20	998-99 1 0 5 11 13 10 24	999-00 2 1 5 9 12 10 17	0 1 10 10 10 13	0.9% 10.3% 14.0% 10.3% 16.8% 21.5%	1997-98 1.0% 4.2% 14.6% 14.6% 14.6% 20.8%	1998-99 0.0% 5.3% 11.7% 13.8% 10.6% 25.5%	1999-00 1.1% 5.3% 9.6% 12.8% 10.6% 18.1%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 11 15 11 18 23 11	997-98 1 4 14 14 14 14 20 12	998-99 1 0 5 11 13 10 24 12	999-00 2 1 5 9 12 10 17 18	0 1 10 10 10 13 22	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3%	1997-98 1.0% 4.2% 14.6% 14.6% 14.6% 20.8% 12.5%	1998-99 0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8%	1999-00 1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 11 15 11 18 23 11	997-98 1 4 14 14 14 14 20 12 17	998-99 1 0 5 11 13 10 24 12 19	999-00 2 1 5 9 12 10 17 18 22	0 1 10 10 10 13 22 17	0.9% 10.3% 14.0% 10.3% 16.8% 21.5%	1997-98 1.0% 4.2% 14.6% 14.6% 14.6% 20.8%	1998-99 0.0% 5.3% 11.7% 13.8% 10.6% 25.5%	1999-00 1.1% 5.3% 9.6% 12.8% 10.6% 18.1%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 11 15 11 18 23 11	997-98 1 4 14 14 14 14 20 12	998-99 1 0 5 11 13 10 24 12	999-00 2 1 5 9 12 10 17 18	0 1 10 10 10 13 22	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3%	1997-98 1.0% 4.2% 14.6% 14.6% 14.6% 20.8% 12.5%	1998-99 0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8%	1999-00 1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 11 15 11 18 23 11	997-98 1 4 14 14 14 14 20 12 17	998-99 1 0 5 11 13 10 24 12 19	999-00 2 1 5 9 12 10 17 18 22	0 1 10 10 10 13 22 17	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3%	1997-98 1.0% 4.2% 14.6% 14.6% 14.6% 20.8% 12.5%	1998-99 0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8%	1999-00 1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 11 15 11 18 23 11	997-98 1 4 14 14 14 20 12 17 44.5	998-99 1 0 5 11 13 10 24 12 19	999-00 2 1 5 9 12 10 17 18 22 46.5	0 1 10 10 10 13 22 17	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3%	1.0% 4.2% 14.6% 14.6% 14.6% 20.8% 12.5% 17.7%	1998-99 0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8%	1999-00 1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1% 23.4%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 11 15 11 18 23 11	997-98 1 4 14 14 14 20 12 17 44.5	998-99 1 0 5 11 13 10 24 12 19 45.6	999-00 2 1 5 9 12 10 17 18 22 46.5	0 1 10 10 10 13 22 17 47.5	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3% 15.9%	1.0% 4.2% 14.6% 14.6% 14.6% 20.8% 12.5% 17.7%	1998-99 0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8% 20.2%	1999-00 1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1% 23.4%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 11 15 11 18 23 11 17 43.4	997-98 1 4 14 14 14 20 12 17 44.5	998-99 1 0 5 11 13 10 24 12 19 45.6	999-00 2 1 5 9 12 10 17 18 22 46.5	0 1 10 10 10 13 22 17 47.5	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3% 15.9%	1997-98 1.0% 4.2% 14.6% 14.6% 20.8% 12.5% 17.7%	1998-99 0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8% 20.2%	1999-00 1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1% 23.4%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5% 20.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 11 15 11 18 23 11 17 43.4	997-98 1 4 14 14 14 20 12 17 44.5	998-99 1 0 5 11 13 10 24 12 19 45.6	999-00 2 1 5 9 12 10 17 18 22 46.5	0 1 10 10 10 13 22 17 47.5	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3% 15.9%	1997-98 1.0% 4.2% 14.6% 14.6% 20.8% 12.5% 17.7% Distr	1998-99 0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8% 20.2% ict Percent 1998-99	1999-00  1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1% 23.4%  ages 1999-00	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5% 20.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 11 15 11 18 23 11 17 43.4	997-98 1 4 14 14 14 20 12 17 44.5 Distr	998-99 1 0 5 11 13 10 24 12 19 45.6	999-00 2 1 5 9 12 10 17 18 22 46.5	0 1 10 10 10 13 22 17 47.5	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3% 15.9%	1997-98 1.0% 4.2% 14.6% 14.6% 12.5% 17.7% Distr 1997-98 27.4%	1998-99  0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8% 20.2%  ict Percent 1998-99 27.3%	1999-00  1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1% 23.4%  ages 1999-00 29.5%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5% 20.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 11 15 11 18 23 11 17 43.4	997-98 1 4 14 14 14 20 12 17 44.5 Distr	998-99 1 0 5 11 13 10 24 12 19 45.6 rict Count 998-99 1 39 26	999-00 2 1 5 9 12 10 17 18 22 46.5 s 999-00 2 44 24	0 1 10 10 10 13 22 17 47.5	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3% 15.9%	1997-98 1.0% 4.2% 14.6% 14.6% 12.5% 17.7%  Distr 1997-98 27.4% 17.8%	1998-99  0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8% 20.2%  ict Percent 1998-99  27.3% 18.2%	1999-00  1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1% 23.4%  ages 1999-00  29.5% 16.1%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5% 20.5%  2000-01 28.1% 19.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 11 15 11 18 23 11 17 43.4	997-98 1 4 14 14 14 20 12 17 44.5 Distribution of the second of	998-99 1 0 5 11 13 10 24 12 19 45.6	999-00 2 1 5 9 12 10 17 18 22 46.5 8 999-00 2 44 24 12	0 1 10 10 10 13 22 17 47.5	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3% 15.9%	1997-98 1.0% 4.2% 14.6% 14.6% 20.8% 12.5% 17.7% Distr 1997-98 27.4% 17.8% 8.1%	1998-99  0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8% 20.2%  ict Percent 1998-99  27.3% 18.2% 7.0%	1999-00  1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1% 23.4%  ages 1999-00 29.5% 16.1% 8.1%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5% 20.5%  2000-01 28.1% 19.2% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 11 15 11 18 23 11 17 43.4 1996-97 19 35 21 14 17	997-98 1 4 14 14 14 20 12 17 44.5 Distribution of the second of	998-99 1 0 5 11 13 10 24 12 19 45.6 rict Count 998-99 1 39 26 10 20	999-00 2 1 5 9 12 10 17 18 22 46.5 s 999-00 2 44 24 12 19	0 1 10 10 10 13 22 17 47.5	0.9% 10.3% 14.0% 10.3% 16.8% 21.5% 10.3% 15.9% 1996-97   25.7% 15.4% 10.3% 12.5%	1997-98 1.0% 4.2% 14.6% 14.6% 20.8% 12.5% 17.7% Distr 1997-98 27.4% 17.8% 8.1% 12.6%	1998-99  0.0% 5.3% 11.7% 13.8% 10.6% 25.5% 12.8% 20.2%  ict Percent 1998-99  27.3% 18.2% 7.0% 14.0%	1999-00  1.1% 5.3% 9.6% 12.8% 10.6% 18.1% 19.1% 23.4%  ages 1999-00  29.5% 16.1% 8.1% 12.8%	0.0% 1.2% 12.0% 12.0% 12.0% 15.7% 26.5% 20.5%  2000-01  28.1% 19.2% 11.0% 7.5%

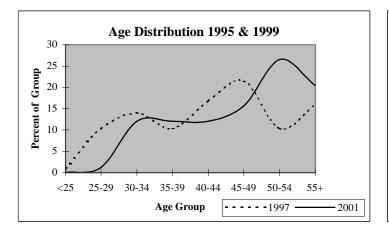
# District Report for: CHESTER COUNTY

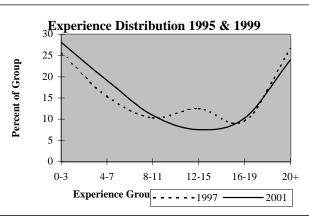
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996	5-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	24	2	13	17	-	15	5.4%	1.3%	7.7%	9.7%	-		
Attrition from Transfers	9	1	4	1	-	5	5.8%	0.6%	2.4%	0.6%	-		
Attrition from Exits	15	1	9	16	-	9	0.6%	0.6%	5.3%	9.1%	-		
Teacher Attrition	22	2	11	15	-	16	5.2%	1.5%	7.7%	10.1%	-		
Attrition from Transfers	8	1	3	1	-	5	5.9%	0.7%	2.1%	0.7%	-		
Attrition from Exits	14	1	8	14	-	10	).3%	0.7%	5.6%	9.4%	-		
District Retention													
<b>Educator Retention</b>	132	157	156	158	-	84	1.6%	98.7%	92.3%	90.3%	-		
Teacher Retention	114	133	132	134	-	83	8.8%	98.5%	92.3%	89.9%	-		

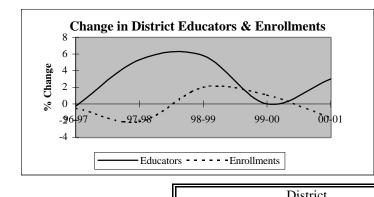
Teacher Retention	D:	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	90.4%	3.8%	5.8%					
1 Year of Experience	89.8%	4.1%	6.1%					
2 Years of Experience	83.3%	2.1%	14.6%					
3 Years of Experience	85.0%	5.0%	10.0%					
4 Years of Experience	87.5%	3.1%	9.4%					
5 Years of Experience	88.2%	2.9%	8.8%					

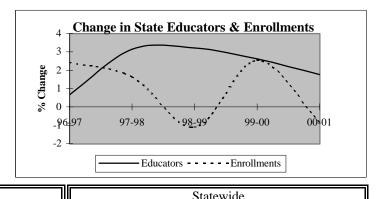
Statewide Rates											
Retained	Transfer	Attrition									
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											•
Race	10.6%	15.4%	18.9%	22.2%	25.6%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	7.1%	10.8%	12.4%	11.9%	12.5%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.6%	0.0%	1.2%	1.1%	0.6%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	87.8%	86.2%	94.1%	88.6%	92.5%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.6%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.9%	13.8%	4.7%	10.3%	6.9%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	14.5	13.5	13.0	13.1	12.5	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.4	16.0	15.6	15.7	15.0	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-1	19	22	0	12	-	-	-	-	-	
% Change in Educators	-0.3%	5.3%	5.8%	0.0%	3.0%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-27	-112	101	55	-86	-	-	-	-	-	
% Change in Enrollment:	-0.5%	-2.1%	2.0%	1.1%	-1.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.1%	0.5%	0.5%	1.0%	5.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.7%	4.5%	4.3%	4.3%	4.6%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	12.0%	11.1%	12.5%	12.3%	11.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.1%	1.1%	1.0%	0.8%	0.8%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	23.5%	23.5%	23.5%	29.4%	31.6%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.9	43.5	44.4	45.2	45.2	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.4	14.2	14.3	14.6	13.8	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,676	29,952	31,914	32,817	32,091	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.4%	1.3%	1.3%	0.9%	0.9%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.6%	75.2%	74.8%	74.3%	74.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	12.7%	13.2%	12.0%	12.9%	14.5%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	1.3%	na	1.6%	1.3%	1.3%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.1%	2.7%	3.1%	3.0%	2.9%	1.7%	1.6%	1.8%	1.8%	1.8%	

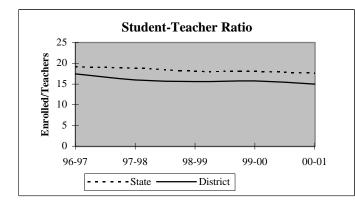
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	359	378	400	400	412	-	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	336	348	355	378	374		93.6%	92.1%	88.8%	94.5%	90.8%	
Newly Hired	23	30	45	22	38		6.4%	7.9%	11.3%	5.5%	9.2%	
Transfers In	1	4	2	1	2		4.3%	13.3%	4.4%	4.5%	5.3%	
Reentrants	10	6	15	2	4		43.5%	20.0%	33.3%	9.1%	10.5%	
First Time Educators	12	20	28	19	32		52.2%	66.7%	62.2%	86.4%	84.2%	
Total Exiting Next Year	11	23	22	26	=		3.1%	6.1%	5.5%	6.5%	=	
Transfers Out	2	12	3	7	-		18.2%	52.2%	13.6%	26.9%	-	
Leave Tennessee Educ.	9	11	19	19	-		81.8%	47.8%	86.4%	73.1%	-	

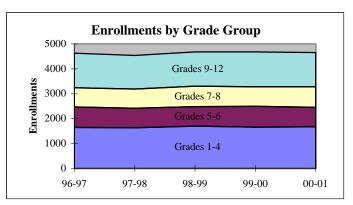
Dynamics Rates	District Rates								
District Attrition	3.1%	6.1%	5.5%	6.5%	-				
Transfers In/Out	0.50	0.33	0.67	0.14	-				

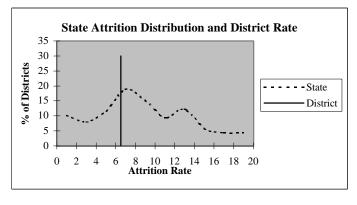
### District Report for: CLAIBORNE COUNTY

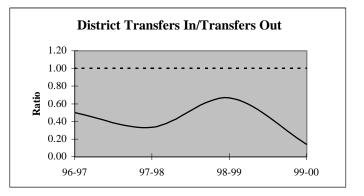
		Dist	rict Counts	S			Distr	ict Percentages			
Profile by Position	1996-97 19	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	359	378	400	400	412	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	17	17	17	17	19	4.7%	4.5%	4.3%	4.3%	4.6%	
Professional Staff	43	42	50	49	48	12.0%	11.1%	12.5%	12.3%	11.7%	
Total Teachers	299	319	333	334	345	83.3%	84.4%	83.3%	83.5%	83.7%	
Special Education	38	42	40	43	50	12.7%	13.2%	12.0%	12.9%	14.5%	
Pre-K & Kindergarten	17	20	20	18	19	5.7%	6.3%	6.0%	5.4%	5.5%	
Elementary (1-4)	105	105	112	117	118	35.1%	32.9%	33.6%	35.0%	34.2%	
Middle School (5-6)	31	30	34	34	32	10.4%	9.4%	10.2%	10.2%	9.3%	
Jr. High (7-8)	33	32	34	34	36	11.0%	10.0%	10.2%	10.2%	10.4%	
High School (9-12)	75	90	93	88	90	25.1%	28.2%	27.9%	26.3%	26.1%	
Business	4	5	4	3	4	5.3%	5.6%	4.3%	3.4%	4.4%	
Language Arts	8	11	11	12	12	10.7%	12.2%	11.8%	13.6%	13.3%	
Social Studies	5	5	6	8	7	6.7%	5.6%	6.5%	9.1%	7.8%	
Foreign Language	3	3	4	3	3	4.0%	3.3%	4.3%	3.4%	3.3%	
Mathematics	9	10	9	9	9	12.0%	11.1%	9.7%	10.2%	10.0%	
Science	7	8	9	8	7	9.3%	8.9%	9.7%	9.1%	7.8%	
Vocational Education	21	22	22	23	25	28.0%	24.4%	23.7%	26.1%	27.8%	
Other High School	18	26	28	22	23	24.0%	28.9%	30.1%	25.0%	25.6%	

Total Enrollments	5,210	5,098	5,199	5,254	5,168	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	436	421	365	419	369	8.4%	8.3%	7.0%	8.0%	7.1%
Grades 1-4	1,646	1,630	1,695	1,660	1,666	31.6%	32.0%	32.6%	31.6%	32.2%
Grades 5-6	821	781	787	830	786	15.8%	15.3%	15.1%	15.8%	15.2%
Grades 7-8	774	782	827	789	822	14.9%	15.3%	15.9%	15.0%	15.9%
Grades 9-12	1,382	1,345	1,374	1,401	1,377	26.5%	26.4%	26.4%	26.7%	26.6%
Ungraded	151	139	151	155	148	2.9%	2.7%	2.9%	3.0%	2.9%









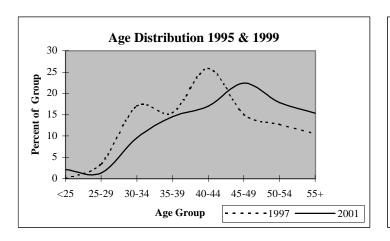
- a	100105		taca coul		• • • • • • •	100105		1000 an		• • • • • • • • • • • • • • • • • • • •
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	17	17	17	17	19	4.9%	4.7%	4.5%	4.5%	4.8%
White - Females	4	4	4	5	6	23.5%	23.5%	23.5%	29.4%	31.6%
White - Males	13	13	13	12	13	76.5%	76.5%	76.5%	70.6%	68.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	42	41	49	47	46	12.0%	11.3%	12.8%	12.4%	11.7%
White - Females	30	29	36	36	34	71.4%	70.7%	73.5%	76.6%	73.9%
White - Males	12	12	13	11	12	28.6%	29.3%	26.5%	23.4%	26.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	291	305	316	316	327	83.1%	84.0%	82.7%	83.2%	83.4%
White - Females	215	226	236	237	247	73.9%	74.1%	74.7%	75.0%	75.5%
White - Males	72	75	76	76	77	24.7%	24.6%	24.1%	24.1%	23.5%
Black - Females	3	3	3	2	2	1.0%	1.0%	0.9%	0.6%	0.6%
Black - Males	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
2,2222										
Age Distribution		Dist	trict Cour	nts			Dist	rict Percent	ages	
Teachers by Age Group	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
	11 1 9 9 0 - 9 / 11 1	99 /-9XII						1//0///		2000 01
							0.4%	0.4%		2 1%
Up to 24	0	1	1	0	5	0.0%	0.4%	0.4%	0.0%	2.1%
Up to 24 25-29	0	1 11	1 8	0 5	5 3	0.0% 3.5%	4.2%	3.1%	0.0% 2.0%	1.2%
Up to 24 25-29 30-34	0 9 44	1 11 39	1 8 33	0 5 26	5 3 23	0.0% 3.5% 17.0%	4.2% 14.8%	3.1% 12.6%	0.0% 2.0% 10.3%	1.2% 9.5%
Up to 24 25-29 30-34 35-39	0 9 44 40	1 11 39 33	1 8 33 36	0 5 26 37	5 3 23 35	0.0% 3.5% 17.0% 15.4%	4.2% 14.8% 12.5%	3.1% 12.6% 13.8%	0.0% 2.0% 10.3% 14.7%	1.2% 9.5% 14.5%
Up to 24 25-29 30-34 35-39 40-45	0 9 44 40 67	1 11 39 33 75	1 8 33 36 62	0 5 26 37 49	5 3 23 35 41	0.0% 3.5% 17.0% 15.4% 25.9%	4.2% 14.8% 12.5% 28.5%	3.1% 12.6% 13.8% 23.8%	0.0% 2.0% 10.3% 14.7% 19.4%	1.2% 9.5% 14.5% 17.0%
Up to 24 25-29 30-34 35-39 40-45 45-49	0 9 44 40 67 39	1 11 39 33 75 32	1 8 33 36 62 45	0 5 26 37 49 58	5 3 23 35 41 54	0.0% 3.5% 17.0% 15.4% 25.9% 15.1%	4.2% 14.8% 12.5% 28.5% 12.2%	3.1% 12.6% 13.8% 23.8% 17.2%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0%	1.2% 9.5% 14.5% 17.0% 22.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 9 44 40 67 39 33	1 11 39 33 75 32 45	1 8 33 36 62 45 43	0 5 26 37 49 58 42	5 3 23 35 41 54 43	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8%
Up to 24 25-29 30-34 35-39 40-45 45-49	0 9 44 40 67 39	1 11 39 33 75 32	1 8 33 36 62 45	0 5 26 37 49 58	5 3 23 35 41 54	0.0% 3.5% 17.0% 15.4% 25.9% 15.1%	4.2% 14.8% 12.5% 28.5% 12.2%	3.1% 12.6% 13.8% 23.8% 17.2%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0%	1.2% 9.5% 14.5% 17.0% 22.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 9 44 40 67 39 33	1 11 39 33 75 32 45	1 8 33 36 62 45 43	0 5 26 37 49 58 42	5 3 23 35 41 54 43	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 9 44 40 67 39 33 27	1 11 39 33 75 32 45 27	1 8 33 36 62 45 43 33	0 5 26 37 49 58 42 35	5 3 23 35 41 54 43 37	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 9 44 40 67 39 33 27	1 11 39 33 75 32 45 27	1 8 33 36 62 45 43 33	0 5 26 37 49 58 42 35	5 3 23 35 41 54 43 37	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 9 44 40 67 39 33 27	1 11 39 33 75 32 45 27 43.5	1 8 33 36 62 45 43 33	0 5 26 37 49 58 42 35 45.2	5 3 23 35 41 54 43 37	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 9 44 40 67 39 33 27 42.9	1 11 39 33 75 32 45 27 43.5	1 8 33 36 62 45 43 33 44.4	0 5 26 37 49 58 42 35 45.2	5 3 23 35 41 54 43 37 45.2	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7% 10.4%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5% 12.6%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8% 15.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 9 44 40 67 39 33 27 42.9	1 11 39 33 75 32 45 27 43.5	1 8 33 36 62 45 43 33 44.4	0 5 26 37 49 58 42 35 45.2	5 3 23 35 41 54 43 37 45.2	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7% 10.4%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%  Distr	3.1% 12.6% 13.8% 23.8% 17.2% 16.5% 12.6%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8% 15.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 9 44 40 67 39 33 27 42.9	1 11 39 33 75 32 45 27 43.5 Dist	1 8 33 36 62 45 43 33 44.4 trict Cour 1998-99	0 5 26 37 49 58 42 35 45.2	5 3 23 35 41 54 43 37 45.2	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7% 10.4%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%  Distr 1997-98 18.5%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5% 12.6%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8% 15.4% 2000-01 24.3%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 9 44 40 67 39 33 27 42.9	1 11 39 33 75 32 45 27 43.5 Dist	1 8 33 36 62 45 43 33 44.4 trict Cour 1998-99	0 5 26 37 49 58 42 35 45.2 ats 1999-00 66 40	5 3 23 35 41 54 43 37 45.2	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7% 10.4%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%  Distr 1997-98  18.5% 13.8%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5% 12.6%  rict Percent 1998-99 19.8% 11.7%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%  ages 1999-00 19.8% 12.0%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8% 15.4% 2000-01 24.3% 9.6%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 9 44 40 67 39 33 27 42.9	1 11 39 33 75 32 45 27 43.5 Dist	1 8 33 36 62 45 43 33 44.4 trict Cour 1998-99 66 39 40	0 5 26 37 49 58 42 35 45.2 ats 1999-00 66 40 34	5 3 23 35 41 54 43 37 45.2 2000-01 84 33 43	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7% 10.4%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%  Distr 1997-98 18.5% 13.8% 12.2%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5% 12.6%  rict Percent 1998-99 19.8% 11.7% 12.0%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%  ages 1999-00 19.8% 12.0% 10.2%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8% 15.4% 2000-01 24.3% 9.6% 12.5%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 9 44 40 67 39 33 27 42.9 1996-97 19 38 48 37 37	1 11 39 33 75 32 45 27 43.5 Diss	1 8 33 36 62 45 43 33 44.4 trict Cour 1998-99 66 39 40 37	0 5 26 37 49 58 42 35 45.2 1999-00 66 40 34 37	5 3 23 35 41 54 43 37 45.2 2000-01 84 33 43 35	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7% 10.4%  1996-97  12.7% 16.1% 12.4% 12.4%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%  Distr 1997-98  18.5% 13.8% 12.2% 10.0%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5% 12.6%  12.6%  11.1%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%  19.8% 12.0% 10.2% 11.1%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8% 15.4% 2000-01 24.3% 9.6% 12.5% 10.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	0 9 44 40 67 39 33 27 42.9 1996-97 19 38 48 37 37 52	1 11 39 33 75 32 45 27 43.5 Dist	1 8 33 36 62 45 43 33 44.4 trict Cour 1998-99 66 39 40 37 42	0 5 26 37 49 58 42 35 45.2 1999-00 66 40 34 37 39	5 3 23 35 41 54 43 37 45.2 2000-01 84 33 43 35 34	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7% 10.4%  1996-97  12.7% 16.1% 12.4% 12.4% 17.4%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%  Distr 1997-98  18.5% 13.8% 12.2% 10.0% 14.4%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5% 12.6%  rict Percent 1998-99 19.8% 11.7% 12.0% 11.1% 12.6%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%  1999-00  19.8% 12.0% 10.2% 11.1% 11.7%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8% 15.4% 2000-01 24.3% 9.6% 12.5% 10.1% 9.9%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years 20+ Years	0 9 44 40 67 39 33 27 42.9 1996-97 19 38 48 37 37 52 87	1 11 39 33 75 32 45 27 43.5 Dist 997-98 44 39 32 46 99	1 8 33 36 62 45 43 33 44.4 trict Cour 1998-99 66 39 40 37 42 109	0 5 26 37 49 58 42 35 45.2 1999-00 66 40 34 37 39 118	5 3 23 35 41 54 43 37 45.2 2000-01 84 33 43 35 34	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7% 10.4%  1996-97  12.7% 16.1% 12.4% 12.4%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%  Distr 1997-98  18.5% 13.8% 12.2% 10.0%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5% 12.6%  12.6%  11.1%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%  19.8% 12.0% 10.2% 11.1%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8% 15.4% 2000-01 24.3% 9.6% 12.5% 10.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	0 9 44 40 67 39 33 27 42.9 1996-97 19 38 48 37 37 52	1 11 39 33 75 32 45 27 43.5 Dist	1 8 33 36 62 45 43 33 44.4 trict Cour 1998-99 66 39 40 37 42	0 5 26 37 49 58 42 35 45.2 1999-00 66 40 34 37 39	5 3 23 35 41 54 43 37 45.2 2000-01 84 33 43 35 34	0.0% 3.5% 17.0% 15.4% 25.9% 15.1% 12.7% 10.4%  1996-97  12.7% 16.1% 12.4% 12.4% 17.4%	4.2% 14.8% 12.5% 28.5% 12.2% 17.1% 10.3%  Distr 1997-98  18.5% 13.8% 12.2% 10.0% 14.4%	3.1% 12.6% 13.8% 23.8% 17.2% 16.5% 12.6%  rict Percent 1998-99 19.8% 11.7% 12.0% 11.1% 12.6%	0.0% 2.0% 10.3% 14.7% 19.4% 23.0% 16.7% 13.9%  1999-00  19.8% 12.0% 10.2% 11.1% 11.7%	1.2% 9.5% 14.5% 17.0% 22.4% 17.8% 15.4% 2000-01 24.3% 9.6% 12.5% 10.1% 9.9%

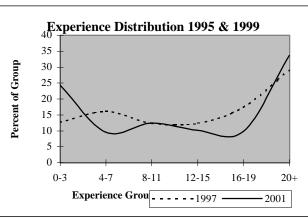
		District Counts					District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	11	23	22	26	-	ľ	3.1%	6.1%	5.5%	6.5%	-	
Attrition from Transfers	2	12	3	7	-		0.6%	3.2%	0.8%	1.8%	-	
Attrition from Exits	9	11	19	19	-		2.5%	2.9%	4.8%	4.8%	-	
Teacher Attrition	10	20	18	22	-		3.3%	6.3%	5.4%	6.6%	-	
Attrition from Transfers	2	12	3	5	-		0.7%	3.8%	0.9%	1.5%	-	
Attrition from Exits	8	8	15	17	-		2.7%	2.5%	4.5%	5.1%	-	
District Retention												
<b>Educator Retention</b>	348	355	378	374	-		96.9%	93.9%	94.5%	93.5%	-	
Teacher Retention	289	299	315	312	-		96.7%	93.7%	94.6%	93.4%	-	

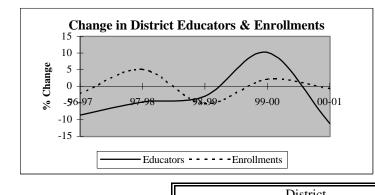
Teacher Retention	D:	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	85.9%	6.5%	7.6%					
1 Year of Experience	79.7%	5.4%	14.9%					
2 Years of Experience	91.4%	3.4%	5.2%					
3 Years of Experience	85.5%	9.1%	5.5%					
4 Years of Experience	93.5%	2.2%	4.3%					
5 Years of Experience	98.1%	0.0%	1.9%					

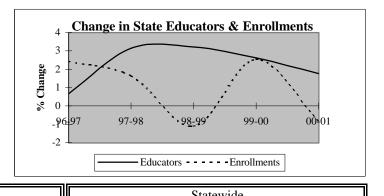
	Statewic	le Rates			
Retained	Transfer	Total	Attrition		
78.6%	5.3%	83.9%	16.1%		
84.3%	2.9%	87.2%	12.8%		
86.1%	2.7%	88.8%	11.2%		
87.3%	2.2%	89.6%	10.4%		
88.4%	2.1%	90.5%	9.5%		
89.6%	1.8%	91.4%	8.6%		

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	5.4%	10.7%	15.9%	17.9%	18.8%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.6%	6.6%	11.2%	10.7%	9.6%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.4%	1.3%	1.0%	1.3%	0.7%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.5%	91.8%	88.3%	93.5%	90.5%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	6.9%	10.8%	5.3%	8.7%		8.6%	9.3%	9.4%	11.0%	10.3%









<u>l</u>			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicators											
Student to Educator Ratio	11.9	13.1	12.8	11.8	13.2	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	14.8	16.3	15.5	14.4	16.3	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-10	-5	-3	10	-12	-	-	-	-	-	
% Change in Educators	-8.6%	-4.7%	-3.0%	10.2%	-11.1%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-28	64	-70	26	-8	-	-	-	-	-	
% Change in Enrollment	-2.2%	5.1%	-5.3%	2.1%	-0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.9%	1.0%	0.0%	0.0%	2.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	3.8%	4.0%	3.1%	2.8%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	16.0%	15.8%	14.3%	14.8%	14.6%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.8%	3.0%	3.1%	2.8%	1.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	25.0%	25.0%	0.0%	0.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.9	43.0	43.1	41.9	42.2	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.1	15.3	15.7	15.1	14.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,079	29,958	31,233	31,841	31,701	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	3.5%	3.7%	3.7%	3.4%	1.3%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	68.2%	70.4%	71.6%	76.4%	75.6%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	11.8%	12.3%	12.3%	13.5%	15.4%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	1.5%	na	1.7%	2.0%	2.4%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.9%	1.5%	0.8%	0.9%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%	

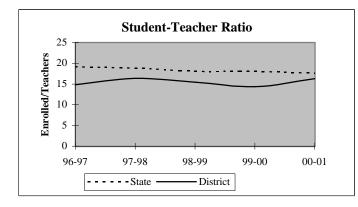
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	106	101	98	108	96		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	102	99	95	93	90		96.2%	98.0%	96.9%	86.1%	93.8%
Newly Hired	4	2	3	15	6		3.8%	2.0%	3.1%	13.9%	6.3%
Transfers In	0	1	2	1	1		0.0%	50.0%	66.7%	6.7%	16.7%
Reentrants	0	0	1	6	2		0.0%	0.0%	33.3%	40.0%	33.3%
First Time Educators	4	1	0	8	3		100.0%	50.0%	0.0%	53.3%	50.0%
Total Exiting Next Year	7	6	5	18	-		6.6%	5.9%	5.1%	16.7%	-
Transfers Out	0	0	1	1	-		0.0%	0.0%	20.0%	5.6%	=
Leave Tennessee Educ.	7	6	4	17	-		100.0%	100.0%	80.0%	94.4%	-

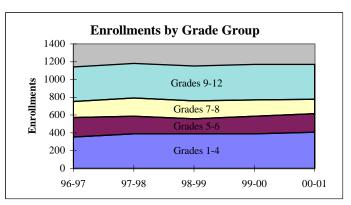
Dynamics Rates	District Rates										
District Attrition	6.6%	5.9%	5.1%	16.7%	=						
Transfers In/Out	nc	nc	2.00	1.00	-						

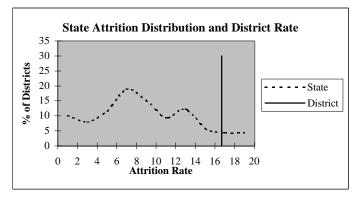
## District Report for: CLAY COUNTY

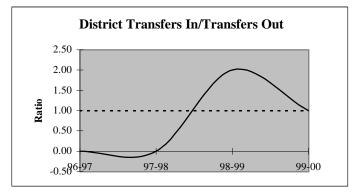
		Dist	rict Count	ts		District Percentages				
Profile by Position	1996-97 1	997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	106	101	98	108	96	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	3	3	4	3.8%	4.0%	3.1%	2.8%	4.2%
Professional Staff	17	16	14	16	14	16.0%	15.8%	14.3%	14.8%	14.6%
Total Teachers	85	81	81	89	78	80.2%	80.2%	82.7%	82.4%	81.3%
Special Education	10	10	10	12	12	11.8%	12.3%	12.3%	13.5%	15.4%
Pre-K & Kindergarten	5	5	5	5	3	5.9%	6.2%	6.2%	5.6%	3.8%
Elementary (1-4)	30	27	29	31	22	35.3%	33.3%	35.8%	34.8%	28.2%
Middle School (5-6)	10	10	8	9	10	11.8%	12.3%	9.9%	10.1%	12.8%
Jr. High (7-8)	8	8	8	11	9	9.4%	9.9%	9.9%	12.4%	11.5%
High School (9-12)	22	21	21	21	22	25.9%	25.9%	25.9%	23.6%	28.2%
Business	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.5%
Language Arts	4	2	3	2	1	18.2%	9.5%	14.3%	9.5%	4.5%
Social Studies	2	2	2	2	4	9.1%	9.5%	9.5%	9.5%	18.2%
Foreign Language	0	0	0	1	1	0.0%	0.0%	0.0%	4.8%	4.5%
Mathematics	4	3	3	4	4	18.2%	14.3%	14.3%	19.0%	18.2%
Science	2	2	2	3	2	9.1%	9.5%	9.5%	14.3%	9.1%
Vocational Education	5	6	6	4	4	22.7%	28.6%	28.6%	19.0%	18.2%
Other High School	5	6	5	5	5	22.7%	28.6%	23.8%	23.8%	22.7%

Total Enrollments	1,258	1,322	1,252	1,278	1,270	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	97	120	91	97	88	7.7%	9.1%	7.3%	7.6%	6.9%
Grades 1-4	354	388	387	390	405	28.1%	29.3%	30.9%	30.5%	31.9%
Grades 5-6	217	198	170	195	209	17.2%	15.0%	13.6%	15.3%	16.5%
Grades 7-8	182	206	202	186	162	14.5%	15.6%	16.1%	14.6%	12.8%
Grades 9-12	389	390	392	399	393	30.9%	29.5%	31.3%	31.2%	30.9%
Ungraded	19	20	10	11	13	1.5%	1.5%	0.8%	0.9%	1.0%









			rict Coun			District Percentages				
Profile by	1996-97 1	997-98 1	998-99	1999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender		·	·	·			·		·	
Administrative	4	4	3	3	4	3.8%	4.0%	3.1%	2.8%	4.2%
White - Females	1	1	0	0	1	25.0%	25.0%	0.0%	0.0%	25.0%
White - Males	3	3	3	3	3	75.0%	75.0%	100.0%	100.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	16	14	16	14	16.0%	15.8%	14.3%	14.8%	14.6%
White - Females	12	11	9	11	9	70.6%	68.8%	64.3%	68.8%	64.3%
White - Males	5	5	5	5	5	29.4%	31.3%	35.7%	31.3%	35.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	85	81	81	89	78 <b>7</b> 0	80.2%	80.2%	82.7%	82.4%	81.3%
White - Females	56	55	56	66	58	65.9%	67.9%	69.1%	74.2%	74.4%
White - Males	26	23	22	20	19	30.6%	28.4%	27.2%	22.5%	24.4%
Black - Females	2	2	2	2	1	2.4%	2.5%	2.5%	2.2%	1.3%
Black - Males	1	1	1	1	0	1.2%	1.2%	1.2%	1.1%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	ict Coun	ts			Distr	rict Percenta	iges	
Teachers by Age Group	1996-97 1	997-98 1	998-99	1999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	0	5	4	2.4%	2.5%	0.0%	5.7%	5.3%
25-29	13	14	12	13	10	15.7%	17.7%	15.2%	14.9%	13.2%
30-34	7	5	12	14	14	8.4%	6.3%	15.2%	16.1%	18.4%
35-39	6	6	5	6	4	7.2%	7.6%	6.3%	6.9%	5.3%
40-45	14	12	10	8	6	16.9%	15.2%	12.7%	9.2%	7.9%
45-49	16	14	12	12	15	19.3%	17.7%	15.2%	13.8%	19.7%
50-54	12	15	17	17	12	14.5%	19.0%	21.5%	19.5%	15.8%
55+	13	11	11	12	11	15.7%	13.9%	13.9%	13.8%	14.5%
Average Age	42.9	43.0	43.1	41.9	42.2					
						<b>I</b>				
Experience Distribution			ict Coun					rict Percenta		
Teachers by Experience	1996-97 1	997-98 1	998-99	1999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	14	10	10	15	11	16.5%	12.3%	12.3%	16.9%	14.1%
4-7 Years	17	20	21	22	14	20.0%	24.7%	25.9%	24.7%	17.9%
8-11 Years	4	4	3	5	14	4.7%	4.9%	3.7%	5.6%	17.9%
12-15 Years	5	3	4	5	4	5.9%	3.7%	4.9%	5.6%	5.1%
16-19 Years	8	8	8	4	4	9.4%	9.9%	9.9%	4.5%	5.1%
20+ Years	37	36	35	38	31	43.5%	44.4%	43.2%	42.7%	39.7%

Average Experience

15.1

15.3

15.1

14.9

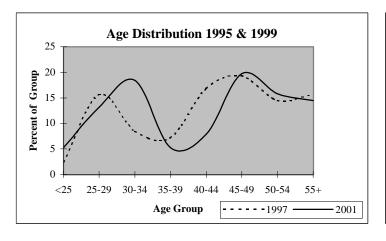
15.7

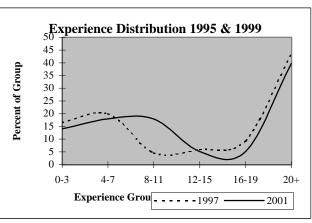
		Di	strict Cou	nts			Ι	District Rate	es	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	7	6	5	18	-	6.6%	5.9%	5.1%	16.7%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	1.0%	0.9%	-
Attrition from Exits	7	6	4	17	=	6.6%	5.9%	4.1%	15.7%	-
Teacher Attrition	6	3	2	14	_	7.1%	3.7%	2.5%	15.7%	-
Attrition from Transfers	0	0	1	1	-	0.0%	0.0%	1.2%	1.1%	-
Attrition from Exits	6	3	1	13	-	7.1%	3.7%	1.2%	14.6%	-
District Retention										
<b>Educator Retention</b>	99	95	93	90	-	93.4%	94.1%	94.9%	83.3%	-
Teacher Retention	79	78	79	75	-	92.9%	96.3%	97.5%	84.3%	-
Teacher Retention		D:	istrict Rat	es	]		Statewi	de Rates		

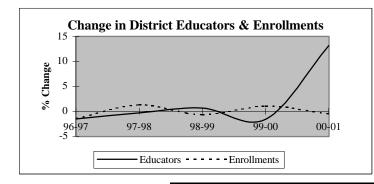
Teacher Retention	District Rates						
5 Year Average Retention Rate	Retained '	Transfer	Attrition				
New Entrants	70.6%	5.9%	23.5%				
1 Year of Experience	80.0%	13.3%	6.7%				
2 Years of Experience	88.2%	0.0%	11.8%				
3 Years of Experience	92.9%	3.6%	3.6%				
4 Years of Experience	100.0%	0.0%	0.0%				
5 Years of Experience	91.3%	4.3%	4.3%				

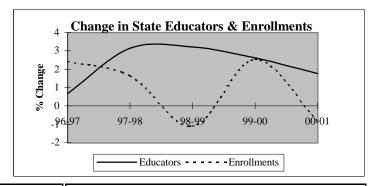
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	6.8%	8.5%	11.8%	20.4%	21.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.1%	6.8%	10.1%	12.4%	13.0%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	1.0%	2.0%	0.9%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.2%	98.0%	96.9%	86.1%	94.8%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.8%	1.0%	1.0%	13.0%	5.2%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	15.5	15.7	15.5	15.9	14.0	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.3	18.3	18.3	18.7	16.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-5	-1	2	-5	41	-	-	-	-	-	
% Change in Educators	-1.6%	-0.3%	0.6%	-1.6%	13.1%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-73	64	-34	52	-27	-	-	-	-	-	
% Change in Enrollment	-1.5%	1.3%	-0.7%	1.1%	-0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.3%	0.6%	0.6%	0.6%	9.3%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.1%	5.1%	5.0%	4.5%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.4%	9.2%	10.1%	10.3%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.7%	0.7%	0.7%	0.7%	1.2%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	18.8%	18.8%	18.8%	21.4%	17.6%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.9	43.4	43.9	44.2	44.4	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.0	14.3	14.8	14.5	13.8	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,502	29,780	30,991	31,914	31,135	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.8%	0.8%	0.8%	0.8%	1.4%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	70.4%	71.5%	72.9%	72.6%	72.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.9%	8.9%	8.9%	9.0%	8.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	3.7%	na	3.7%	3.8%	4.3%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.3%	1.3%	1.1%	1.1%	1.4%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

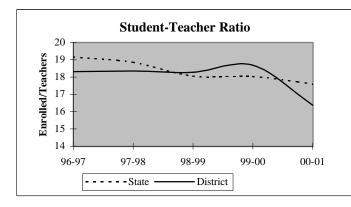
						_					
		Dis	strict Cour	nts				Distr	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	316	315	317	312	353		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	293	294	296	282	305		92.7%	93.3%	93.4%	90.4%	86.4%
Newly Hired	23	21	21	30	48		7.3%	6.7%	6.6%	9.6%	13.6%
Transfers In	4	3	2	1	6		17.4%	14.3%	9.5%	3.3%	12.5%
Reentrants	6	10	8	9	18		26.1%	47.6%	38.1%	30.0%	37.5%
First Time Educators	13	8	11	20	24		56.5%	38.1%	52.4%	66.7%	50.0%
Total Exiting Next Year	22	19	35	7	-		7.0%	6.0%	11.0%	2.2%	=
Transfers Out	4	0	5	3	-		18.2%	0.0%	14.3%	42.9%	-
Leave Tennessee Educ	18	10	30	1	_		81.8%	100.0%	85 7%	57 1%	_

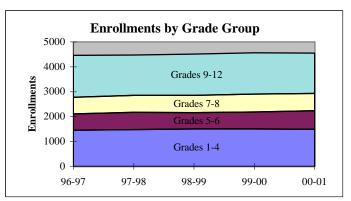
Dynamics Rates		Dis	strict Rates	}	
District Attrition	7.0%	6.0%	11.0%	2.2%	-
Transfers In/Out	1.00	nc	0.40	0.33	-

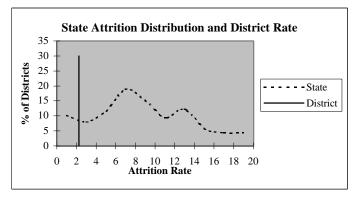
### District Report for: COCKE COUNTY

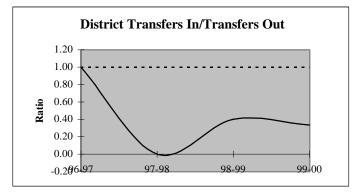
		Dist	rict Count	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	316	315	317	312	353	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	16	16	16	14	17	5.1%	5.1%	5.0%	4.5%	4.8%	
Professional Staff	33	29	32	32	34	10.4%	9.2%	10.1%	10.3%	9.6%	
Total Teachers	267	270	269	266	302	84.5%	85.7%	84.9%	85.3%	85.6%	
Special Education	21	24	24	24	25	7.9%	8.9%	8.9%	9.0%	8.3%	
Pre-K & Kindergarten	20	20	20	20	20	7.5%	7.4%	7.4%	7.5%	6.6%	
Elementary (1-4)	95	96	94	93	107	35.6%	35.6%	34.9%	35.0%	35.4%	
Middle School (5-6)	31	29	32	35	39	11.6%	10.7%	11.9%	13.2%	12.9%	
Jr. High (7-8)	17	20	20	21	21	6.4%	7.4%	7.4%	7.9%	7.0%	
High School (9-12)	83	81	79	73	90	31.1%	30.0%	29.4%	27.4%	29.8%	
Business	5	5	5	5	6	6.0%	6.2%	6.3%	6.8%	6.7%	
Language Arts	7	11	11	10	12	8.4%	13.6%	13.9%	13.7%	13.3%	
Social Studies	8	9	10	8	9	9.6%	11.1%	12.7%	11.0%	10.0%	
Foreign Language	3	4	3	2	3	3.6%	4.9%	3.8%	2.7%	3.3%	
Mathematics	9	6	5	7	11	10.8%	7.4%	6.3%	9.6%	12.2%	
Science	7	7	6	6	6	8.4%	8.6%	7.6%	8.2%	6.7%	
Vocational Education	23	21	19	17	21	27.7%	25.9%	24.1%	23.3%	23.3%	
Other High School	21	18	20	18	22	25.3%	22.2%	25.3%	24.7%	24.4%	
Total Enrollments	4,889	4,953	4,919	4,971	4,944	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	4,889	4,953	4,919	4,971	4,944	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	364	409	346	354	329	7.4%	8.3%	7.0%	7.1%	6.7%
Grades 1-4	1,447	1,477	1,510	1,502	1,495	29.6%	29.8%	30.7%	30.2%	30.2%
Grades 5-6	665	698	654	687	740	13.6%	14.1%	13.3%	13.8%	15.0%
Grades 7-8	669	683	688	721	690	13.7%	13.8%	14.0%	14.5%	14.0%
Grades 9-12	1,677	1,621	1,662	1,654	1,623	34.3%	32.7%	33.8%	33.3%	32.8%
Ungraded	67	65	59	53	67	1.4%	1.3%	1.2%	1.1%	1.4%









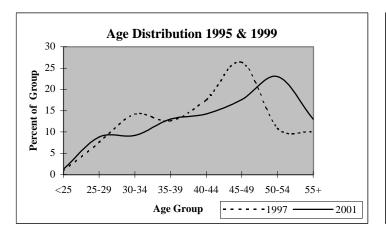
	<u></u>		ict Count			<u></u>	<u> </u>	ict Percent	1503	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	16	16	16	14	17	5.2%	5.2%	5.2%	4.7%	5.0%
White - Females	3	3	3	3	3	18.8%	18.8%	18.8%	21.4%	17.6%
White - Males	13	13	13	11	14	81.3%	81.3%	81.3%	78.6%	82.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	32	28	30	30	32	10.5%	9.2%	9.8%	10.1%	9.4%
White - Females	23	19	19	19	20	71.9%	67.9%	63.3%	63.3%	62.5%
White - Males	9	9	11	11	12	28.1%	32.1%	36.7%	36.7%	37.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	257	262	260	254	290	84.3%	85.6%	85.0%	85.2%	85.5%
White - Females	181	188	191	187	212	70.4%	71.8%	73.5%	73.6%	73.1%
White - Males	74	72	67	65	74	28.8%	27.5%	25.8%	25.6%	25.5%
Black - Females	2	2	2	2	3	0.8%	0.8%	0.8%	0.8%	1.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.3%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Diet	rict Count	c	<del></del>		Dietr	ict Percent	ages	
Age Distribution	1006 07 1		rict Count		2000 01	1006.07		ict Percent		2000.01
Teachers by Age Group		997-98 1	998-99 1	999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	2	997-98 1	998-99 1	999-00 2	3	0.8%	1997-98	1998-99	1999-00	1.3%
Teachers by Age Group Up to 24 25-29	2 18	997-98 1 3 14	998-99 1 2 9	999-00 2 4 9	3 21	0.8% 7.5%	1997-98 1.3% 5.9%	1998-99 0.8% 3.8%	1999-00 1.8% 4.1%	1.3% 8.8%
Teachers by Age Group Up to 24 25-29 30-34	2 18 34	997-98 1 3 14 28	998-99 1 2 9 27	999-00 2 4 9 29	3 21 22	0.8% 7.5% 14.2%	1.3% 5.9% 11.9%	1998-99 0.8% 3.8% 11.4%	1999-00 1.8% 4.1% 13.1%	1.3% 8.8% 9.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39	2 18 34 30	997-98 1 3 14 28 36	998-99 1 2 9 27 36	999-00 2 4 9 29 26	3 21 22 31	0.8% 7.5% 14.2% 12.6%	1.3% 5.9% 11.9% 15.3%	1998-99 0.8% 3.8% 11.4% 15.2%	1999-00 1.8% 4.1% 13.1% 11.7%	1.3% 8.8% 9.2% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	2 18 34 30 42	997-98 1 3 14 28 36 36	998-99 1 2 9 27 36 47	999-00 2 4 9 29 26 36	3 21 22 31 34	0.8% 7.5% 14.2% 12.6% 17.6%	1.3% 5.9% 11.9% 15.3% 15.3%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8%	1999-00 1.8% 4.1% 13.1% 11.7% 16.2%	1.3% 8.8% 9.2% 13.0% 14.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 18 34 30 42 63	997-98 1 3 14 28 36 36 36 62	998-99 1 2 9 27 36 47 50	999-00 2 4 9 29 26 36 47	3 21 22 31 34 42	0.8% 7.5% 14.2% 12.6% 17.6% 26.4%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1%	1999-00 1.8% 4.1% 13.1% 11.7% 16.2% 21.2%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 18 34 30 42 63 26	997-98 1 3 14 28 36 36 62 36	998-99 1 2 9 27 36 47 50 42	999-00 2 4 9 29 26 36 47 47	3 21 22 31 34 42 55	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7%	1999-00 1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 21.2%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 18 34 30 42 63	997-98 1 3 14 28 36 36 36 62	998-99 1 2 9 27 36 47 50	999-00 2 4 9 29 26 36 47	3 21 22 31 34 42	0.8% 7.5% 14.2% 12.6% 17.6% 26.4%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1%	1999-00 1.8% 4.1% 13.1% 11.7% 16.2% 21.2%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 18 34 30 42 63 26	997-98 1 3 14 28 36 36 62 36	998-99 1 2 9 27 36 47 50 42	999-00 2 4 9 29 26 36 47 47	3 21 22 31 34 42 55	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7%	1999-00 1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 21.2%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 18 34 30 42 63 26 24	997-98 1 3 14 28 36 36 62 36 21	998-99 1 2 9 27 36 47 50 42 24	999-00 2 4 9 29 26 36 47 47 24	3 21 22 31 34 42 55 31	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7%	1999-00 1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 21.2%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 18 34 30 42 63 26 24	997-98 1 3 14 28 36 36 62 36 21 43.4	998-99 1 2 9 27 36 47 50 42 24	999-00 2 4 9 29 26 36 47 47 24 44.2	3 21 22 31 34 42 55 31	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3% 8.9%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7%	1999-00 1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 21.2% 10.8%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	2 18 34 30 42 63 26 24	997-98 1 3 14 28 36 36 62 36 21 43.4	998-99 1 2 9 27 36 47 50 42 24 43.9	999-00 2 4 9 29 26 36 47 47 24 44.2	3 21 22 31 34 42 55 31 44.4	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9% 10.0%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3% 8.9%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7% 10.1%	1999-00 1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 21.2% 10.8%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	2 18 34 30 42 63 26 24 42.9	997-98 1 3 14 28 36 36 62 36 21 43.4 Distr	998-99 1 2 9 27 36 47 50 42 24 43.9	999-00 2 4 9 29 26 36 47 47 24 44.2 s	3 21 22 31 34 42 55 31 44.4	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9% 10.0%	1.3% 5.9% 11.9% 15.3% 26.3% 15.3% 8.9%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7% 10.1% ict Percent:	1999-00  1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 21.2% 10.8%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	2 18 34 30 42 63 26 24 42.9	997-98 1 3 14 28 36 36 62 36 21 43.4 Distr	998-99 1 2 9 27 36 47 50 42 24 43.9	999-00 2 4 9 29 26 36 47 47 24 44.2 8 999-00 2	3 21 22 31 34 42 55 31 44.4	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9% 10.0%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3% 8.9% Distr 1997-98	0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7% 10.1%  ict Percent: 1998-99 12.6%	1999-00  1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 10.8%  ages 1999-00 14.7%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	2 18 34 30 42 63 26 24 42.9	997-98 1 3 14 28 36 36 62 36 21 43.4 Distr 997-98 1 38 46	998-99 1 2 9 27 36 47 50 42 24 43.9 rict Count: 998-99 1 34 37	999-00 2 4 9 29 26 36 47 47 24 44.2 s 999-00 2 39 41	3 21 22 31 34 42 55 31 44.4	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9% 10.0%  1996-97  14.6% 18.7%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3% 8.9%  Distr 1997-98	1998-99  0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7% 10.1%  ict Percent: 1998-99  12.6% 13.8%	1999-00  1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 10.8%  1999-00  14.7% 15.4%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0% 13.0% 2000-01 24.5% 9.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 18 34 30 42 63 26 24 42.9 1996-97 1 39 50 35	997-98 1 3 14 28 36 36 62 36 21 43.4 Distr 997-98 1 38 46 34	998-99 1 2 9 27 36 47 50 42 24 43.9 rict Count: 998-99 1 34 37 41	999-00 2 4 9 29 26 36 47 47 24 44.2 s 999-00 2 39 41 38	3 21 22 31 34 42 55 31 44.4	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9% 10.0%  1996-97  14.6% 18.7% 13.1%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3% 8.9%  Distr 1997-98 14.1% 17.0% 12.6%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7% 10.1% ict Percenta 1998-99 12.6% 13.8% 15.2%	1999-00  1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 10.8%  1999-00  14.7% 15.4% 14.3%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0% 13.0% 2000-01 24.5% 9.3% 13.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 18 34 30 42 63 26 24 42.9 1996-97 1 39 50 35 24	997-98 1 3 14 28 36 36 62 36 21 43.4 Distr 997-98 1 38 46 34 27	998-99 1 2 9 27 36 47 50 42 24 43.9 rict Count: 998-99 1 34 37 41 30	999-00 2 4 9 29 26 36 47 47 24 44.2 s 999-00 2 39 41 38 28	3 21 22 31 34 42 55 31 44.4	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9% 10.0%  1996-97  14.6% 18.7% 13.1% 9.0%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3% 8.9%  Distr 1997-98 14.1% 17.0% 12.6% 10.0%	1998-99  0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7% 10.1%  ict Percent: 1998-99  12.6% 13.8% 15.2% 11.2%	1999-00  1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 21.2% 10.8%  1999-00  14.7% 15.4% 14.3% 10.5%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0% 13.0% 2000-01 24.5% 9.3% 13.9% 10.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 18 34 30 42 63 26 24 42.9 1996-97 1 39 50 35	997-98 1 3 14 28 36 36 62 36 21 43.4 Distr 997-98 1 38 46 34	998-99 1 2 9 27 36 47 50 42 24 43.9 rict Count: 998-99 1 34 37 41	999-00 2 4 9 29 26 36 47 47 24 44.2 s 999-00 2 39 41 38	3 21 22 31 34 42 55 31 44.4	0.8% 7.5% 14.2% 12.6% 17.6% 26.4% 10.9% 10.0%  1996-97  14.6% 18.7% 13.1%	1.3% 5.9% 11.9% 15.3% 15.3% 26.3% 15.3% 8.9%  Distr 1997-98 14.1% 17.0% 12.6%	1998-99 0.8% 3.8% 11.4% 15.2% 19.8% 21.1% 17.7% 10.1% ict Percenta 1998-99 12.6% 13.8% 15.2%	1999-00  1.8% 4.1% 13.1% 11.7% 16.2% 21.2% 10.8%  1999-00  14.7% 15.4% 14.3%	1.3% 8.8% 9.2% 13.0% 14.2% 17.6% 23.0% 13.0% 2000-01 24.5% 9.3% 13.9%

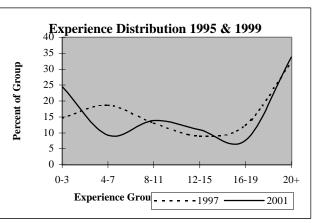
		District Counts						District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	22	19	35	7	-	Ï	7.0%	6.0%	11.0%	2.2%	-	
Attrition from Transfers	4	0	5	3	-	_	1.3%	0.0%	1.6%	1.0%	-	
Attrition from Exits	18	19	30	4	-		5.7%	6.0%	9.5%	1.3%	=	
Teacher Attrition	16	17	32	7	-		6.0%	6.3%	11.9%	2.6%	=	
Attrition from Transfers	3	0	5	3	-		1.1%	0.0%	1.9%	1.1%	-	
Attrition from Exits	13	17	27	4	-		4.9%	6.3%	10.0%	1.5%	-	
District Retention												
<b>Educator Retention</b>	294	296	282	305	-		93.0%	94.0%	89.0%	97.8%	-	
Teacher Retention	251	253	237	259	-		94.0%	93.7%	88.1%	97.4%	-	

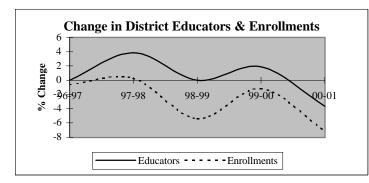
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	87.5%	3.6%	8.9%					
1 Year of Experience	83.0%	2.1%	14.9%					
2 Years of Experience	83.0%	2.1%	14.9%					
3 Years of Experience	80.8%	5.8%	13.5%					
4 Years of Experience	95.7%	2.1%	2.1%					
5 Years of Experience	92.5%	0.0%	7.5%					

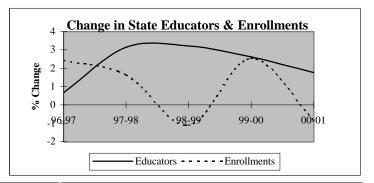
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	I	1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	9.0%	10.4%	13.8%	17.1%	19.3%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.1%	7.2%	9.7%	8.9%	8.4%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	0.6%	0.6%	0.9%	1.0%	0.6%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	93.0%	93.3%	92.7%	89.1%	87.5%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.3%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	6.3%	6.0%	6.3%	9.6%	11.9%		8.6%	9.3%	9.4%	11.0%	10.3%	









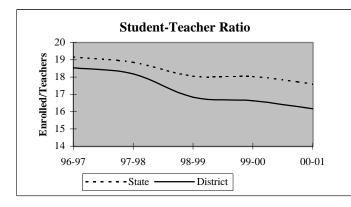
	District					Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	15.7	15.1	14.3	13.9	13.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.5	18.2	16.8	16.6	16.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	2	0	1	-2	-	-	-	-	-
% Change in Educators	0.0%	3.8%	0.0%	1.9%	-3.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-5	2	-44	-9	-54	-	-	-	-	-
% Change in Enrollment	-0.6%	0.2%	-5.4%	-1.2%	-7.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	1.9%	1.8%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.8%	5.6%	5.6%	5.5%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.6%	11.1%	9.3%	10.9%	11.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	33.3%	33.3%	33.3%	66.7%	66.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.5	44.1	45.1	46.2	46.5	43.3	43.5	43.6	43.7	43.9
Average Experience	17.3	18.0	18.6	19.2	20.3	13.8	13.7	13.7	13.4	13.3
Average Salary	33,933	34,597	36,321	37,792	38,664	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	86.4%	86.7%	87.0%	87.0%	86.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	4.5%	4.4%	4.3%	2.2%	2.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	8.1%	na	8.3%	8.3%	8.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	0.2%	0.0%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%
ſī	District Counts					District Percentages				
Į <u>l</u>	District Counts					District Percentages				

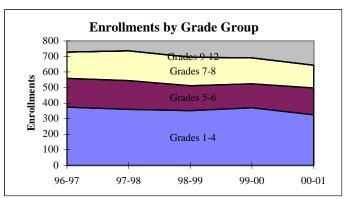
		District Counts						District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	52	54	54	55	53		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	50	52	53	51	51		96.2%	96.3%	98.1%	92.7%	96.2%	
Newly Hired	2	2	1	4	2	П	3.8%	3.7%	1.9%	7.3%	3.8%	
Transfers In	1	2	0	0	0		50.0%	100.0%	0.0%	0.0%	0.0%	
Reentrants	1	0	0	3	2		50.0%	0.0%	0.0%	75.0%	100.0%	
First Time Educators	0	0	1	1	0		0.0%	0.0%	100.0%	25.0%	0.0%	
Total Exiting Next Year	0	1	3	4	-	Ш	0.0%	1.9%	5.6%	7.3%	=	
Transfers Out	0	0	1	0	=		0.0%	0.0%	33.3%	0.0%	=	
Leave Tennessee Educ.	0	1	2	4	-		0.0%	100.0%	66.7%	100.0%	-	

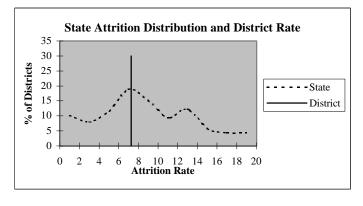
Dynamics Rates	District Rates									
District Attrition	0.0%	1.9%	5.6%	7.3%	-					
Transfers In/Out	nc	nc	0.00	nc	-					

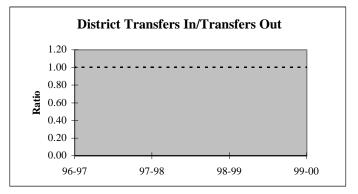
		District Counts					District Percentages					
Profile by Position	1996-97 19	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	52	54	54	55	53	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	3	3	3	3	3	5.8%	5.6%	5.6%	5.5%	5.7%		
Professional Staff	5	6	5	6	6	9.6%	11.1%	9.3%	10.9%	11.3%		
Total Teachers	44	45	46	46	44	84.6%	83.3%	85.2%	83.6%	83.0%		
Special Education	2	2	2	1	1	4.5%	4.4%	4.3%	2.2%	2.3%		
Pre-K & Kindergarten	4	4	4	4	4	9.1%	8.9%	8.7%	8.7%	9.1%		
Elementary (1-4)	23	23	23	24	22	52.3%	51.1%	50.0%	52.2%	50.0%		
Middle School (5-6)	7	7	7	7	6	15.9%	15.6%	15.2%	15.2%	13.6%		
Jr. High (7-8)	8	9	10	10	11	18.2%	20.0%	21.7%	21.7%	25.0%		
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Total Enrollments	816	818	774	765	711	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	816	818	774	765	711	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	81	80	79	75	67	9.9%	9.8%	10.2%	9.8%	9.4%
Grades 1-4	375	359	352	371	324	46.0%	43.9%	45.5%	48.5%	45.6%
Grades 5-6	185	186	161	153	174	22.7%	22.7%	20.8%	20.0%	24.5%
Grades 7-8	168	191	182	166	146	20.6%	23.3%	23.5%	21.7%	20.5%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	7	2	0	0	0	0.9%	0.2%	0.0%	0.0%	0.0%









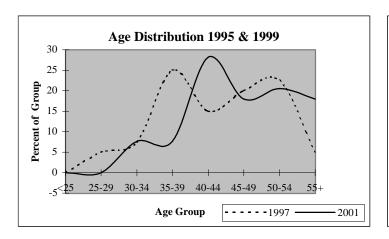
			rict Count			<u></u>	Disti	1ct Percenta	ages	
Profile by	1996-97	997-98	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	2	2	2	2	2	4.3%	4.2%	4.2%	4.0%	4.2%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	2	2	2	1	1	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	5	5	4	5	5	10.6%	10.4%	8.3%	10.0%	10.4%
White - Females	5	5	4	5	5	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	40	41	42	43	41	85.1%	85.4%	87.5%	86.0%	85.4%
White - Females	36	37	38	39	37	90.0%	90.2%	90.5%	90.7%	90.2%
White - Males	4	4	4	4	4	10.0%	9.8%	9.5%	9.3%	9.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Diet	rict Count	-c			Dietr	rict Percenta	ages	
Teachers by Age Group	1996-97 1			999-00 2	2000 01	1996-97   1997-98   1998-99   1999-00				2000-01
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	2	1	0	0	0	5.0%	2.4%	0.0%	0.0%	0.0%
30-34	3			3						
30-34 35-39	10	4	4		3	7.5%	9.8%	9.8%	7.5%	7.7%
40-45		8 7	8 7	6 7		25.0%	19.5%	19.5%	15.0%	7.7%
40-43 45-49	6 8	10	8	11	11 7	15.0% 20.0%	17.1%	17.1% 19.5%	17.5% 27.5%	28.2% 17.9%
						20.0%	24.4% 22.0%		20.0%	20.5%
50-54 55+	9 2	9 2	10	8 5	8 7	5.0%	4.9%	24.4% 9.8%	12.5%	17.9%
33+	2	2	4	3	/	3.0%	4.9%	9.8%	12.3%	17.9%
Average Age	43.5	44.1	45.1	46.2	46.5					
Experience Distribution		Dist	rict Count	S	1		Distr	rict Percenta	ages	
Teachers by Experience	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	4	3	3	2	0	9.1%	6.7%	6.5%	4.3%	0.0%
4-7 Years	2	3	4	4	5	4.5%	6.7%	8.7%	8.7%	11.4%
8-11 Years	5	6	4	3	3	11.4%	13.3%	8.7%	6.5%	6.8%
12-15 Years	9	8	8	8	4	20.5%	17.8%	17.4%	17.4%	9.1%
16-19 Years	6	6	7	8	9	13.6%	13.3%	15.2%	17.4%	20.5%
20+ Years	18	19	20	21	23	40.9%	42.2%	43.5%	45.7%	52.3%
						+0.270	→∠,∠70	+3.370	+3.170	J4.J70
Average Experience	17.3	18.0	18.6	19.2	20.3					

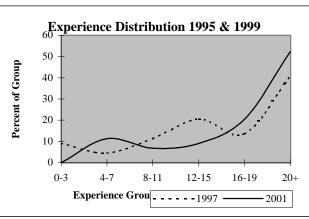
		Dis	strict Cou	nts		District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	0	1	3	4	-	0.0%	1.9%	5.6%	7.3%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	1.9%	0.0%	-
Attrition from Exits	0	1	2	4	-	0.0%	1.9%	3.7%	7.3%	-
Teacher Attrition	0	0	2	4	-	0.0%	0.0%	4.3%	8.7%	-
Attrition from Transfers	0	0	1	0	-	0.0%	0.0%	2.2%	0.0%	-
Attrition from Exits	0	0	1	4	-	0.0%	0.0%	2.2%	8.7%	-
District Retention										
<b>Educator Retention</b>	52	53	51	51	-	100.0%	98.1%	94.4%	92.7%	-
Teacher Retention	44	45	44	42	-	100.0%	100.0%	95.7%	91.3%	-
	_				_					•
Teacher Retention		Di	strict Rate	es			Statewic	le Rates		
5 37 A D	n .	D	т с	A	il	D . 1	т с	TD ( 1	A *.*	

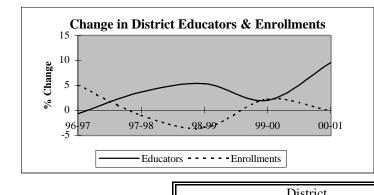
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	66.7%	0.0%	33.3%					
1 Year of Experience	66.7%	0.0%	33.3%					
2 Years of Experience	100.0%	0.0%	0.0%					
3 Years of Experience	100.0%	0.0%	0.0%					
4 Years of Experience	100.0%	0.0%	0.0%					
5 Years of Experience	100.0%	0.0%	0.0%					

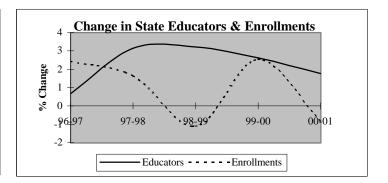
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	9.1%	10.7%	12.3%	12.5%	11.1%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	3.6%	3.6%	5.3%	5.4%	5.6%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	0.0%	0.0%	0.0%	1.8%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	96.2%	100.0%	98.1%	90.9%	94.3%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	1.9%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	1.9%	0.0%	1.9%	7.3%	5.7%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	16.6	15.9	14.6	14.6	13.3	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.0	18.4	16.8	16.9	15.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-2	10	15	6	29	-	-	-	-	-	
% Change in Educators	-0.7%	3.7%	5.3%	2.0%	9.5%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	219	-46	-158	96	-6	-	-	-	-	-	
% Change in Enrollments	5.1%	-1.0%	-3.5%	2.2%	-0.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.7%	0.7%	1.0%	0.7%	12.9%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.0%	4.6%	4.7%	4.3%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.4%	8.8%	8.4%	9.5%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.5%	1.8%	1.7%	1.7%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	18.2%	23.1%	21.4%	15.4%	15.4%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.0	41.3	41.4	41.8	42.0	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.1	13.2	13.5	13.9	13.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	31,754	31,973	33,218	34,495	33,833	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.7%	1.7%	1.6%	1.6%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	80.8%	80.4%	78.8%	79.0%	77.7%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.5%	11.4%	10.4%	11.5%	12.9%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	2.4%	na	2.6%	2.6%	3.1%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.2%	2.4%	0.3%	0.7%	1.2%	1.7%	1.6%	1.8%	1.8%	1.8%	

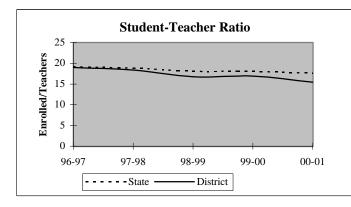
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	273	283	298	304	333		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	244	249	270	285	299		89.4%	88.0%	90.6%	93.8%	89.8%
Newly Hired	29	34	28	19	34	Ш	10.6%	12.0%	9.4%	6.3%	10.2%
Transfers In	2	11	5	3	5		6.9%	32.4%	17.9%	15.8%	14.7%
Reentrants	11	9	12	8	14		37.9%	26.5%	42.9%	42.1%	41.2%
First Time Educators	16	14	11	8	15		55.2%	41.2%	39.3%	42.1%	44.1%
Total Exiting Next Year	24	13	13	5	-	Ш	8.8%	4.6%	4.4%	1.6%	-
Transfers Out	6	2	2	1	-		25.0%	15.4%	15.4%	20.0%	=
Leave Tennessee Educ.	18	11	11	4	-		75.0%	84.6%	84.6%	80.0%	-

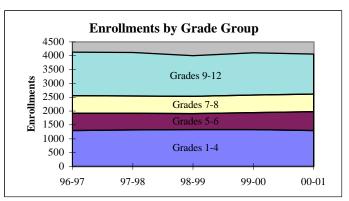
Dynamics Rates	District Rates									
District Attrition	8.8%	4.6%	4.4%	1.6%	-					
Transfers In/Out	0.33	5.50	2.50	3.00	-					

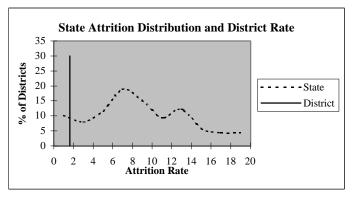
## District Report for: COFFEE COUNTY

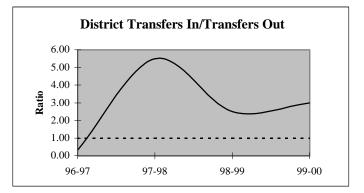
		Dist	trict Coun	ts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	273	283	298	304	333	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	13	14	13	13	4.0%	4.6%	4.7%	4.3%	3.9%
Professional Staff	23	25	25	29	33	8.4%	8.8%	8.4%	9.5%	9.9%
Total Teachers	239	245	259	262	287	87.5%	86.6%	86.9%	86.2%	86.2%
Special Education	25	28	27	30	37	10.5%	11.4%	10.4%	11.5%	12.9%
Pre-K & Kindergarten	20	19	20	22	24	8.4%	7.8%	7.7%	8.4%	8.4%
Elementary (1-4)	71	76	82	83	86	29.7%	31.0%	31.7%	31.7%	30.0%
Middle School (5-6)	28	26	24	24	25	11.7%	10.6%	9.3%	9.2%	8.7%
Jr. High (7-8)	27	29	30	28	30	11.3%	11.8%	11.6%	10.7%	10.5%
High School (9-12)	68	67	76	75	85	28.5%	27.3%	29.3%	28.6%	29.6%
Business	3	4	4	4	4	4.4%	6.0%	5.3%	5.3%	4.7%
Language Arts	12	13	12	12	12	17.6%	19.4%	15.8%	16.0%	14.1%
Social Studies	5	4	7	7	7	7.4%	6.0%	9.2%	9.3%	8.2%
Foreign Language	3	4	4	4	4	4.4%	6.0%	5.3%	5.3%	4.7%
Mathematics	8	8	9	11	11	11.8%	11.9%	11.8%	14.7%	12.9%
Science	9	9	11	9	11	13.2%	13.4%	14.5%	12.0%	12.9%
Vocational Education	13	14	16	16	17	19.1%	20.9%	21.1%	21.3%	20.0%
Other High School	15	11	13	12	19	22.1%	16.4%	17.1%	16.0%	22.4%
Total Enrollments	4,543	4,497	4,339	4,435	4,429	100.0%	100.0%	100.0%	100.0%	100.0%
D IZ 0 IZ	221	077	202	207	214	7.20/	C 20/	7.00/	C 70/	7 10/

Total Enrollments	4,543	4,497	4,339	4,435	4,429	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	331	277	302	297	314	7.3%	6.2%	7.0%	6.7%	7.1%
Grades 1-4	1,293	1,319	1,330	1,330	1,299	28.5%	29.3%	30.7%	30.0%	29.3%
Grades 5-6	628	605	573	615	674	13.8%	13.5%	13.2%	13.9%	15.2%
Grades 7-8	632	619	636	637	637	13.9%	13.8%	14.7%	14.4%	14.4%
Grades 9-12	1,580	1,571	1,458	1,524	1,451	34.8%	34.9%	33.6%	34.4%	32.8%
Ungraded	79	106	40	32	54	1.7%	2.4%	0.9%	0.7%	1.2%









		Dist	rict Coun	its		District Percentages				
Profile by	1996-97				2000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender	<u>  </u>					<u> </u>	<u> </u>	<u> </u>		
Administrative	11	13	14	13	13	4.2%	4.8%	4.9%	4.5%	4.1%
White - Females	2	3	3	2	2	18.2%	23.1%	21.4%	15.4%	15.4%
White - Males	9	10	11	11	11	81.8%	76.9%	78.6%	84.6%	84.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	25	25	28	33	8.7%	9.2%	8.7%	9.7%	10.4%
White - Females	20	21	21	24	28	87.0%	84.0%	84.0%	85.7%	84.8%
White - Males	3	3	3	3	4	13.0%	12.0%	12.0%	10.7%	12.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	4.0%	4.0%	3.6%	3.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	229	235	248	248	271	87.1%	86.1%	86.4%	85.8%	85.5%
White - Females	185	188	196	199	215	80.8%	80.0%	79.0%	80.2%	79.3%
White - Males	40	43	48	45	52	17.5%	18.3%	19.4%	18.1%	19.2%
Black - Females	3	3	3	3	3	1.3%	1.3%	1.2%	1.2%	1.1%
Black - Males	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	0.4%	0.4%	0.4%	0.4%
Age Distribution		Dist	rict Coun	ıts	1		Distr	rict Percent	ages	
Teachers by Age Group	1996-97			1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	6	4	3	6	1.8%	2.7%	1.7%	1.3%	2.3%
25-29	37	34	37	34	29	16.9%	15.0%	15.5%	14.3%	11.3%
30-34	24	29	34	40	51	11.0%	12.8%	14.3%	16.8%	19.8%
35-39	26	25	29	26	30	11.9%	11.1%	12.2%	10.9%	11.7%
40-45	39	31	25	24	23	17.8%	13.7%	10.5%	10.1%	8.9%
45-49	42	54	52	51	44	19.2%	23.9%	21.8%	21.4%	17.1%
50-54	29	29	31	31	40	13.2%	12.8%	13.0%	13.0%	15.6%
55+	18	18	26	29	34	8.2%	8.0%	10.9%	12.2%	13.2%
Average Age	41.0	41.3	41.4	41.8	42.0					
11101480 1180					.2.0					
Experience Distribution		Dist	rict Coun	ıts			Distr	rict Percent	ages	
Teachers by Experience	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	48	51	55	52	54	20.1%	20.8%	21.2%	19.8%	18.8%
4-7 Years	33	36	39	43	51	13.8%	14.7%	15.1%	16.4%	17.8%
8-11 Years	30	29	24	24	31	12.6%	11.8%	9.3%	9.2%	10.8%
12-15 Years	28	22	31	30	33	11.7%	9.0%	12.0%	11.5%	11.5%
16-19 Years	28	28	21	22	24	11.7%	11.4%	8.1%	8.4%	8.4%
20+ Years	72	79	89	91	94	30.1%	32.2%	34.4%	34.7%	32.8%
20+ 1 cars										

Average Experience

13.1

13.2

13.9

13.9

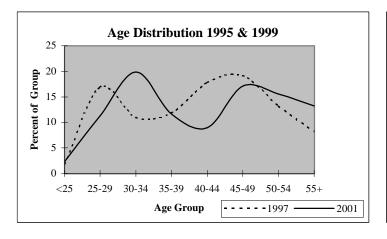
13.5

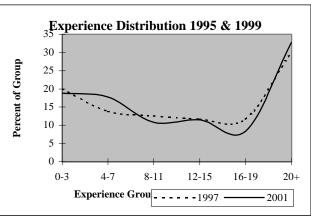
		Di	strict Cou	nts		District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	24	13	13	5	-	8.8%	4.6%	4.4%	1.6%	=
Attrition from Transfers	6	2	2	1	-	2.2%	0.7%	0.7%	0.3%	-
Attrition from Exits	18	11	11	4	-	6.6%	3.9%	3.7%	1.3%	-
Teacher Attrition	23	10	11	4	-	9.6%	4.1%	4.2%	1.5%	=
Attrition from Transfers	6	1	1	1	-	2.5%	0.4%	0.4%	0.4%	-
Attrition from Exits	17	9	10	3	-	7.1%	3.7%	3.9%	1.1%	-
District Retention										
<b>Educator Retention</b>	249	270	285	299	-	91.2%	95.4%	95.6%	98.4%	-
Teacher Retention	216	235	248	258	-	90.4%	95.9%	95.8%	98.5%	-
	6				7					i

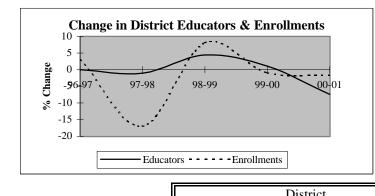
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	86.7%	1.7%	11.7%					
1 Year of Experience	86.2%	1.5%	12.3%					
2 Years of Experience	88.2%	5.9%	5.9%					
3 Years of Experience	93.2%	1.7%	5.1%					
4 Years of Experience	88.5%	1.9%	9.6%					
5 Years of Experience	89.6%	4.2%	6.3%					

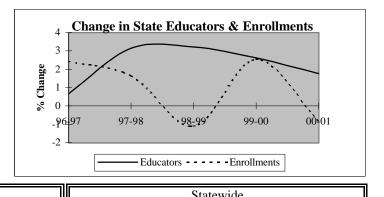
Statewide Rates										
Retained										
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	10.4%	14.9%	19.8%	21.9%	21.8%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.7%	10.4%	15.0%	13.9%	11.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.7%	0.7%	1.0%	0.3%	0.6%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.4%	90.5%	90.6%	94.1%	90.7%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.7%	0.7%	0.3%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.9%	8.1%	7.7%	5.3%	8.7%		8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators	s									
Student to Educator Ratio	14.8	12.4	12.8	12.6	13.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.2	15.5	15.9	15.7	17.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	-1	4	1	-7	-	-	-	-	-
% Change in Educators	0.0%	-1.1%	4.4%	1.1%	-7.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	38	-229	90	-12	-21	-	-	-	-	-
% Change in Enrollments	2.9%	-17.0%	8.1%	-1.0%	-1.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.1%	0.0%	1.1%	1.1%	10.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.5%	5.6%	5.3%	5.3%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	13.2%	14.4%	13.8%	14.7%	15.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.1%	1.1%	1.1%	1.1%	2.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	20.0%	20.0%	20.0%	40.0%	40.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.6	42.9	44.0	44.4	44.2	43.3	43.5	43.6	43.7	43.9
Average Experience	13.9	14.1	14.5	15.0	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	34,230	34,588	37,010	38,546	37,674	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.4%	1.4%	1.3%	1.3%	3.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	87.8%	86.1%	84.2%	82.9%	79.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.8%	9.7%	9.2%	11.8%	8.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	8.0%	na	8.4%	8.6%	8.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.3%	2.4%	1.6%	2.1%	3.0%	1.7%	1.6%	1.8%	1.8%	1.8%

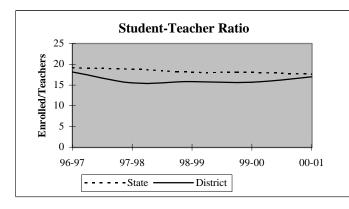
		Di	strict Cou	nts		Щ		Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	91	90	94	95	88		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	83	85	85	85	80		91.2%	94.4%	90.4%	89.5%	90.9%
Newly Hired	8	5	9	10	8		8.8%	5.6%	9.6%	10.5%	9.1%
Transfers In	4	2	2	3	0		50.0%	40.0%	22.2%	30.0%	0.0%
Reentrants	2	2	3	4	5		25.0%	40.0%	33.3%	40.0%	62.5%
First Time Educators	2	1	4	3	3		25.0%	20.0%	44.4%	30.0%	37.5%
Total Exiting Next Year	6	5	9	15	-		6.6%	5.6%	9.6%	15.8%	=
Transfers Out	1	1	3	2	-		16.7%	20.0%	33.3%	13.3%	-
Leave Tennessee Educ	5	4	6	13	_		83 3%	80.0%	66.7%	86.7%	_

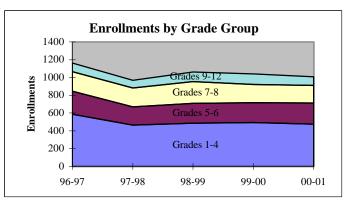
Dynamics Rates	District Rates									
District Attrition	6.6%	5.6%	9.6%	15.8%	-					
Transfers In/Out	4.00	2.00	0.67	1.50	-					

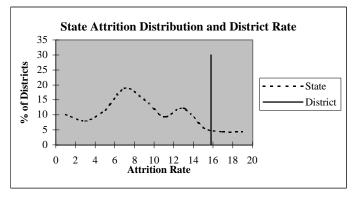
## District Report for: MANCHESTER

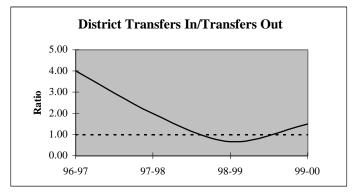
		Dist	rict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	91	90	94	95	88	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	5	5	5	5	5	5.5%	5.6%	5.3%	5.3%	5.7%	
Professional Staff	12	13	13	14	14	13.2%	14.4%	13.8%	14.7%	15.9%	
Total Teachers	74	72	76	76	69	81.3%	80.0%	80.9%	80.0%	78.4%	
Special Education	8	7	7	9	6	10.8%	9.7%	9.2%	11.8%	8.7%	
Pre-K & Kindergarten	8	6	6	6	5	10.8%	8.3%	7.9%	7.9%	7.2%	
Elementary (1-4)	34	34	37	35	31	45.9%	47.2%	48.7%	46.1%	44.9%	
Middle School (5-6)	10	11	11	11	12	13.5%	15.3%	14.5%	14.5%	17.4%	
Jr. High (7-8)	9	8	9	8	8	12.2%	11.1%	11.8%	10.5%	11.6%	
High School (9-12)	5	6	6	7	7	6.8%	8.3%	7.9%	9.2%	10.1%	
Business	1	1	1	1	1	20.0%	16.7%	16.7%	14.3%	14.3%	
Language Arts	1	1	1	1	1	20.0%	16.7%	16.7%	14.3%	14.3%	
Social Studies	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	14.3%	
Foreign Language	1	1	1	1	1	20.0%	16.7%	16.7%	14.3%	14.3%	
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Science	0	0	0	1	1	0.0%	0.0%	0.0%	14.3%	14.3%	
Vocational Education	1	0	0	1	0	20.0%	0.0%	0.0%	14.3%	0.0%	
Other High School	1	3	3	2	2	20.0%	50.0%	50.0%	28.6%	28.6%	
Total Enrollments	1 3/1/1	1 115	1 205	1 103	1 172	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	1,344	1,115	1,205	1,193	1,172	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	145	121	120	127	130	10.8%	10.9%	10.0%	10.6%	11.1%
Grades 1-4	585	464	487	493	475	43.5%	41.6%	40.4%	41.3%	40.5%
Grades 5-6	262	206	221	222	239	19.5%	18.5%	18.3%	18.6%	20.4%
Grades 7-8	219	210	246	208	196	16.3%	18.8%	20.4%	17.4%	16.7%
Grades 9-12	97	87	108	118	97	7.2%	7.8%	9.0%	9.9%	8.3%
Ungraded	36	27	23	25	35	2.7%	2.4%	1.9%	2.1%	3.0%









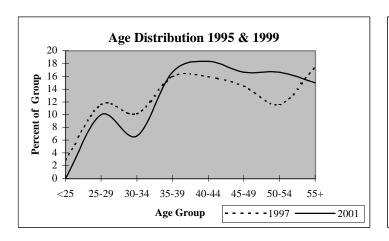
	<u> </u>		ict Count				Distr	1ct Percenta	iges	
Profile by	1996-97	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	5	5	5	5	5	5.5%	5.6%	5.4%	5.3%	5.8%
White - Females	1	1	1	2	2	20.0%	20.0%	20.0%	40.0%	40.0%
White - Males	4	4	4	3	3	80.0%	80.0%	80.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	13	13	14	14	13.2%	14.4%	14.0%	14.9%	16.3%
White - Females	8	9	9	9	10	66.7%	69.2%	69.2%	64.3%	71.4%
White - Males	4	4	4	5	4	33.3%	30.8%	30.8%	35.7%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	74	72	75	75	67	81.3%	80.0%	80.6%	79.8%	77.9%
White - Females	64	61	62	62	53	86.5%	84.7%	82.7%	82.7%	79.1%
White - Males	9	10	12	12	12	12.2%	13.9%	16.0%	16.0%	17.9%
Black - Females	1	1	1	1	2	1.4%	1.4%	1.3%	1.3%	3.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Counts	s			Distr	rict Percenta	nges	
Teachers by Age Group	1996-97 1		998-99 1		000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	2	3	1	0	2.9%	3.0%	4.4%	1.5%	0.0%
25-29	8	10	8	10	6	11.6%	15.2%	11.8%	14.9%	10.0%
30-34	7	5	4	3	4	10.1%	7.6%	5.9%	4.5%	6.7%
35-39	11	8	7	6	10	15.9%	12.1%	10.3%	9.0%	16.7%
40-45	11	10	11	13	11	15.9%	15.2%	16.2%	19.4%	18.3%
45-49	10	10	11	11	10	14.5%	15.2%	16.2%	16.4%	16.7%
50-54	8	8	8	9	10	11.6%	12.1%	11.8%	13.4%	16.7%
55+	12	13	16	14	9	17.4%	19.7%	23.5%	20.9%	15.0%
Average Age	42.6	42.9	44.0	44.4	44.2					
5					<del></del> 1		Di			
Experience Distribution			rict Count					rict Percenta		
Teachers by Experience	1996-97 1				000-01		1997-98	1998-99	1999-00	2000-01
0-3 Years	13	13	13	10	10	17.6%	18.1%	17.1%	13.2%	14.5%
4-7 Years	12	13	12	12	10	16.2%	18.1%	15.8%	15.8%	14.5%
8-11 Years	9	8	10	12	13	12.2%	11.1%	13.2%	15.8%	18.8%
12-15 Years	10	8	7	6	8	13.5%	11.1%	9.2%	7.9%	11.6%
16-19 Years	7	8	10	10	7	9.5%	11.1%	13.2%	13.2%	10.1%
20+ Years	23	22	24	26	21	31.1%	30.6%	31.6%	34.2%	30.4%
Average Experience	13.9	14.1	14.5	15.0	14.3					

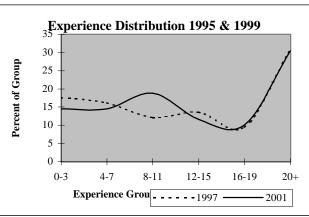
		Distr	ict Counts				D	istrict Rate	es	
Attrition	1996-97 19	97-98 19	998-99 19	99-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	6	5	9	15	-	6.6%	5.6%	9.6%	15.8%	-
Attrition from Transfers	1	1	3	2	-	1.1%	1.1%	3.2%	2.1%	-
Attrition from Exits	5	4	6	13	-	5.5%	4.4%	6.4%	13.7%	-
Teacher Attrition	6	4	8	12	_	8.1%	5.6%	10.5%	15.8%	-
Attrition from Transfers	1	1	3	2	-	1.4%	1.4%	3.9%	2.6%	-
Attrition from Exits	5	3	5	10	-	6.8%	4.2%	6.6%	13.2%	-
District Retention										
Educator Retention	85	85	85	80	-	93.4%	94.4%	90.4%	84.2%	-
Teacher Retention	68	68	68	64	-	91.9%	94.4%	89.5%	84.2%	-
Teacher Retention		Dist	rict Rates				Statewic	le Rates		
	i i					I	- 1			

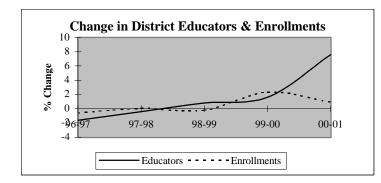
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	81.3%	0.0%	18.8%
1 Year of Experience	76.5%	5.9%	17.6%
2 Years of Experience	91.7%	8.3%	0.0%
3 Years of Experience	80.0%	0.0%	20.0%
4 Years of Experience	88.2%	0.0%	11.8%
5 Years of Experience	93.3%	0.0%	6.7%

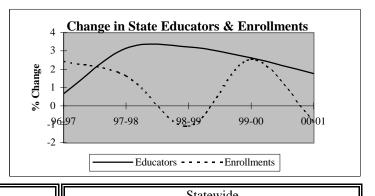
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses											
Race	9.7%	11.1%	15.0%	14.3%	17.6%	8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.8%	9.1%	12.1%	11.2%	12.1%	4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment											
% Increment by 0	0.0%	0.0%	1.1%	0.0%	1.1%	1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	95.6%	96.7%	91.5%	92.6%	89.8%	90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	4.4%	3.3%	7.4%	7.4%	9.1%	8.6%	9.3%	9.4%	11.0%	10.3%	









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	14.9	15.0	14.8	14.9	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.8	18.0	17.5	17.7	16.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	-4	-1	2	4	19	-	-	-	-	-
% Change in Educators	-1.6%	-0.4%	0.8%	1.6%	7.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-22	2	-9	85	35	-	-	-	-	-
% Change in Enrollments	-0.6%	0.1%	-0.2%	2.3%	0.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.4%	0.0%	0.4%	2.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.5%	4.9%	4.5%	4.8%	4.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.8%	11.8%	10.9%	11.2%	11.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.4%	3.4%	2.5%	2.9%	2.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	18.2%	16.7%	9.1%	8.3%	8.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	27.3%	33.3%	27.3%	25.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.5	45.3	44.6	44.6	44.8	43.3	43.5	43.6	43.7	43.9
Average Experience	15.4	15.4	15.1	14.5	14.7	13.8	13.7	13.7	13.4	13.3
Average Salary	36,148	36,431	37,223	37,591	38,306	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.5%	2.6%	2.0%	2.5%	2.3%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.2%	78.4%	77.0%	77.7%	77.5%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.2%	9.8%	10.5%	10.0%	10.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	10.2%	na	10.7%	11.3%	10.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	1.9%	1.6%	1.4%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

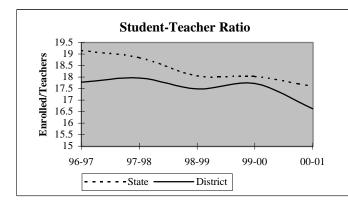
		Di	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	246	245	247	251	270		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	230	216	223	229	249		93.5%	88.2%	90.3%	91.2%	92.2%
Newly Hired	16	29	24	22	21		6.5%	11.8%	9.7%	8.8%	7.8%
Transfers In	4	11	2	5	4		25.0%	37.9%	8.3%	22.7%	19.0%
Reentrants	3	10	7	5	9		18.8%	34.5%	29.2%	22.7%	42.9%
First Time Educators	9	8	15	12	8		56.3%	27.6%	62.5%	54.5%	38.1%
Total Exiting Next Year	30	22	18	2	-		12.2%	9.0%	7.3%	0.8%	-
Transfers Out	5	0	1	0	-		16.7%	0.0%	5.6%	0.0%	-
Leave Tennessee Educ.	25	22	17	2	-		83.3%	100.0%	94.4%	100.0%	-

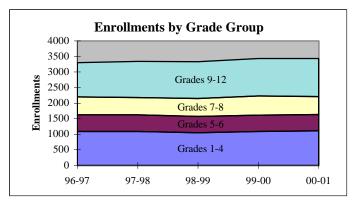
Dynamics Rates	District Rates								
District Attrition	12.2%	9.0%	7.3%	0.8%	-				
Transfers In/Out	0.80	nc	2.00	nc	-				

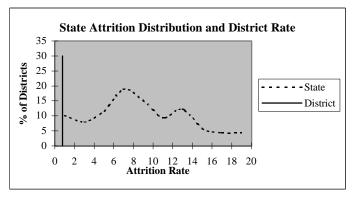
## District Report for: TULLAHOMA

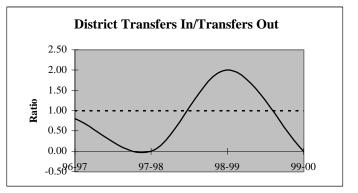
		Dist	trict Count	ts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	246	245	247	251	270	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	12	11	12	12	4.5%	4.9%	4.5%	4.8%	4.4%
Professional Staff	29	29	27	28	31	11.8%	11.8%	10.9%	11.2%	11.5%
Total Teachers	206	204	209	211	227	83.7%	83.3%	84.6%	84.1%	84.1%
Special Education	19	20	22	21	23	9.2%	9.8%	10.5%	10.0%	10.1%
Pre-K & Kindergarten	12	13	12	11	11	5.8%	6.4%	5.7%	5.2%	4.8%
Elementary (1-4)	77	74	75	80	87	37.4%	36.3%	35.9%	37.9%	38.3%
Middle School (5-6)	22	22	23	23	24	10.7%	10.8%	11.0%	10.9%	10.6%
Jr. High (7-8)	22	19	18	22	23	10.7%	9.3%	8.6%	10.4%	10.1%
High School (9-12)	54	56	59	54	59	26.2%	27.5%	28.2%	25.6%	26.0%
Business	3	3	3	2	3	5.6%	5.4%	5.1%	3.7%	5.1%
Language Arts	10	7	8	7	9	18.5%	12.5%	13.6%	13.0%	15.3%
Social Studies	6	7	7	6	7	11.1%	12.5%	11.9%	11.1%	11.9%
Foreign Language	3	4	3	3	3	5.6%	7.1%	5.1%	5.6%	5.1%
Mathematics	7	7	9	8	9	13.0%	12.5%	15.3%	14.8%	15.3%
Science	6	8	8	8	8	11.1%	14.3%	13.6%	14.8%	13.6%
Vocational Education	8	8	8	7	8	14.8%	14.3%	13.6%	13.0%	13.6%
Other High School	11	12	13	13	12	20.4%	21.4%	22.0%	24.1%	20.3%
Total Enrollments	3,661	3,663	3,654	3,739	3,774	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	3,661	3,663	3,654	3,739	3,774	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	299	252	270	255	293	8.2%	6.9%	7.4%	6.8%	7.8%
Grades 1-4	1,086	1,087	1,053	1,085	1,106	29.7%	29.7%	28.8%	29.0%	29.3%
Grades 5-6	540	541	525	532	525	14.8%	14.8%	14.4%	14.2%	13.9%
Grades 7-8	570	557	570	613	584	15.6%	15.2%	15.6%	16.4%	15.5%
Grades 9-12	1,103	1,156	1,183	1,202	1,217	30.1%	31.6%	32.4%	32.1%	32.2%
Ungraded	63	70	53	52	49	1.7%	1.9%	1.5%	1.4%	1.3%









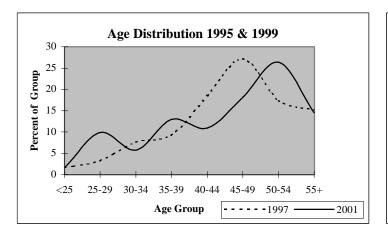
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>		<u>'</u>							
Administrative	11	12	11	12	12	4.6%	5.1%	4.6%	5.0%	4.6%
White - Females	2	3	3	3	3	18.2%	25.0%	27.3%	25.0%	25.0%
White - Males	7	7	7	8	8	63.6%	58.3%	63.6%	66.7%	66.7%
Black - Females	1	1	0	0	0	9.1%	8.3%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	9.1%	8.3%	9.1%	8.3%	8.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	28	26	27	30	11.8%	11.9%	10.9%	11.2%	11.6%
White - Females	21	21	21	20	23	75.0%	75.0%	80.8%	74.1%	76.7%
White - Males	6	6	4	6	6	21.4%	21.4%	15.4%	22.2%	20.0%
Black - Females	1	1	1	1	1	3.6%	3.6%	3.8%	3.7%	3.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	199	196	201	202	217	83.6%	83.1%	84.5%	83.8%	83.8%
White - Females	152	150	153	155	166	76.4%	76.5%	76.1%	76.7%	76.5%
White - Males	42	41	44	42	46	21.1%	20.9%	21.9%	20.8%	21.2%
Black - Females	2	2	1	2	2	1.0%	1.0%	0.5%	1.0%	0.9%
Black - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Other - Females	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Other - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Age Distribution		Die	etrict Cou	nte			Dietr	rict Parcent	2006	
Age Distribution	1006.07		strict Cou		2000 01	1006.07		rict Percent		2000.01
Teachers by Age Group	السسال	1997-98	1998-99	1999-00	2000-01		1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	3	1997-98	1998-99	1999-00	3	1.6%	1997-98 1.6%	1998-99	1999-00	1.6%
Teachers by Age Group Up to 24 25-29	3 6	1997-98 3 8	1998-99 6 9	1999-00 5 13	3 19	1.6% 3.3%	1997-98 1.6% 4.3%	1998-99 3.2% 4.9%	1999-00 2.7% 7.1%	1.6% 9.8%
Teachers by Age Group Up to 24 25-29 30-34	3 6 14	1997-98 3 8 15	1998-99 6 9 14	1999-00 5 13 10	3 19 11	1.6% 3.3% 7.6%	1997-98 1.6% 4.3% 8.1%	3.2% 4.9% 7.6%	1999-00 2.7% 7.1% 5.5%	1.6% 9.8% 5.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39	3 6 14 17	1997-98 3 8 15 18	1998-99 6 9 14 20	1999-00 5 13 10 21	3 19 11 25	1.6% 3.3% 7.6% 9.2%	1997-98 1.6% 4.3% 8.1% 9.7%	3.2% 4.9% 7.6% 10.8%	1999-00 2.7% 7.1% 5.5% 11.5%	1.6% 9.8% 5.7% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	3 6 14 17 34	3 8 15 18 31	1998-99 6 9 14 20 30	1999-00 5 13 10 21 29	3 19 11 25 21	1.6% 3.3% 7.6% 9.2% 18.5%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8%	3.2% 4.9% 7.6% 10.8% 16.2%	1999-00 2.7% 7.1% 5.5% 11.5% 15.8%	1.6% 9.8% 5.7% 13.0% 10.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	3 6 14 17 34 50	3 8 15 18 31 52	1998-99 6 9 14 20 30 45	1999-00 5 13 10 21 29 39	3 19 11 25 21 35	1.6% 3.3% 7.6% 9.2% 18.5% 27.2%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3%	1999-00 2.7% 7.1% 5.5% 11.5% 15.8% 21.3%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	3 6 14 17 34 50 32	3 8 15 18 31 52 34	1998-99 6 9 14 20 30 45 38	1999-00 5 13 10 21 29 39 44	3 19 11 25 21 35 51	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 18.4%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5%	1999-00 2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	3 6 14 17 34 50	3 8 15 18 31 52	1998-99 6 9 14 20 30 45	1999-00 5 13 10 21 29 39	3 19 11 25 21 35	1.6% 3.3% 7.6% 9.2% 18.5% 27.2%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3%	1999-00 2.7% 7.1% 5.5% 11.5% 15.8% 21.3%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	3 6 14 17 34 50 32	3 8 15 18 31 52 34	1998-99 6 9 14 20 30 45 38	1999-00 5 13 10 21 29 39 44	3 19 11 25 21 35 51	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 18.4%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5%	1999-00 2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	3 6 14 17 34 50 32 28	3 8 15 18 31 52 34 24	1998-99 6 9 14 20 30 45 38 23	1999-00 5 13 10 21 29 39 44 22	3 19 11 25 21 35 51 28	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 18.4%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5%	1999-00 2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	3 6 14 17 34 50 32 28	3 8 15 18 31 52 34 24 45.3	1998-99 6 9 14 20 30 45 38 23 44.6	1999-00 5 13 10 21 29 39 44 22 44.6	3 19 11 25 21 35 51 28	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 18.4% 13.0%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5% 12.4%	1999-00 2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0% 12.0%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	3 6 14 17 34 50 32 28 45.5	1997-98 3 8 15 18 31 52 34 24 45.3	1998-99 6 9 14 20 30 45 38 23 44.6	1999-00 5 13 10 21 29 39 44 22 44.6	3 19 11 25 21 35 51 28 44.8	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4% 15.2%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 13.0%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5% 12.4%	1999-00  2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0% 12.0%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4% 14.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	3 6 14 17 34 50 32 28 45.5	1997-98 3 8 15 18 31 52 34 24 45.3 Dis	1998-99 6 9 14 20 30 45 38 23 44.6	1999-00 5 13 10 21 29 39 44 22 44.6	3 19 11 25 21 35 51 28 44.8	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4% 15.2%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 13.0% Distr	1998-99 3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5% 12.4%	1999-00  2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0% 12.0%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4% 14.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	3 6 14 17 34 50 32 28 45.5	1997-98 3 8 15 18 31 52 34 24 45.3 Dis	1998-99 6 9 14 20 30 45 38 23 44.6 strict Cour 1998-99	1999-00 5 13 10 21 29 39 44 22 44.6	3 19 11 25 21 35 51 28 44.8	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4% 15.2%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 13.0% Distr 1997-98 13.2%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5% 12.4% rict Percent 1998-99	1999-00  2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0% 12.0%  ages 1999-00 18.5%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4% 14.5% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	3 6 14 17 34 50 32 28 45.5	1997-98 3 8 15 18 31 52 34 24 45.3 Dis 1997-98	1998-99 6 9 14 20 30 45 38 23 44.6 strict Cour 1998-99 35 21	1999-00 5 13 10 21 29 39 44 22 44.6 1999-00 39 27	3 19 11 25 21 35 51 28 44.8	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4% 15.2%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 13.0% Distr 1997-98 13.2% 13.2%	1998-99 3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5% 12.4%  rict Percent 1998-99 16.7% 10.0%	1999-00  2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0% 12.0%  18.5% 1999-00  18.5% 12.8%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4% 14.5% 2000-01 20.3% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	3 6 14 17 34 50 32 28 45.5	1997-98 3 8 15 18 31 52 34 24 45.3 Dis 1997-98 27 27 21	1998-99 6 9 14 20 30 45 38 23 44.6 strict Cour 1998-99 35 21 27	1999-00 5 13 10 21 29 39 44 22 44.6 1999-00 39 27 25	3 19 11 25 21 35 51 28 44.8 2000-01 46 28 26	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4% 15.2%  1996-97  14.6% 12.6% 8.3%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 13.0% Distr 1997-98 13.2% 10.3%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5% 12.4% rict Percent 1998-99 16.7% 10.0% 12.9%	1999-00  2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0% 12.0%  ages 1999-00  18.5% 12.8% 11.8%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4% 14.5% 2000-01 20.3% 12.3% 11.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	3 6 14 17 34 50 32 28 45.5 1996-97 30 26 17 20	1997-98 3 8 15 18 31 52 34 24 45.3 Dis 1997-98 27 27 21 24	1998-99 6 9 14 20 30 45 38 23 44.6 strict Cour 1998-99 35 21 27 25	1999-00 5 13 10 21 29 39 44 22 44.6 1999-00 39 27 25 23	3 19 11 25 21 35 51 28 44.8 2000-01 46 28 26 20	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4% 15.2%  1996-97  14.6% 12.6% 8.3% 9.7%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 13.0% Distr 1997-98 13.2% 13.2% 13.2% 13.2% 13.8%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5% 12.4%  rict Percent 1998-99 16.7% 10.0% 12.9% 12.0%	1999-00  2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0% 12.0%  18.5% 11.8% 10.9%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4% 14.5% 2000-01 20.3% 12.3% 11.5% 8.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	3 6 14 17 34 50 32 28 45.5 1996-97 30 26 17 20 38	1997-98 3 8 15 18 31 52 34 24 45.3 Dis 1997-98 27 27 21 24 25	1998-99 6 9 14 20 30 45 38 23 44.6 strict Cour 1998-99 35 21 27 25 21	1999-00 5 13 10 21 29 39 44 22 44.6 1999-00 39 27 25 23 19	3 19 11 25 21 35 51 28 44.8 2000-01 46 28 26 20 19	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4% 15.2%  1996-97  14.6% 12.6% 8.3% 9.7% 18.4%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 13.0% Distr 1997-98 13.2% 13.2% 10.3% 11.8% 12.3%	1998-99 3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5% 12.4%  rict Percent 1998-99 16.7% 10.0% 12.9% 12.0% 10.0%	1999-00  2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0% 12.0%  18.5% 11.8% 10.9% 9.0%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4% 14.5% 2000-01 20.3% 12.3% 11.5% 8.8% 8.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	3 6 14 17 34 50 32 28 45.5 1996-97 30 26 17 20	1997-98 3 8 15 18 31 52 34 24 45.3 Dis 1997-98 27 27 21 24	1998-99 6 9 14 20 30 45 38 23 44.6 strict Cour 1998-99 35 21 27 25	1999-00 5 13 10 21 29 39 44 22 44.6 1999-00 39 27 25 23	3 19 11 25 21 35 51 28 44.8 2000-01 46 28 26 20	1.6% 3.3% 7.6% 9.2% 18.5% 27.2% 17.4% 15.2%  1996-97  14.6% 12.6% 8.3% 9.7%	1997-98 1.6% 4.3% 8.1% 9.7% 16.8% 28.1% 13.0% Distr 1997-98 13.2% 13.2% 13.2% 13.2% 13.8%	3.2% 4.9% 7.6% 10.8% 16.2% 24.3% 20.5% 12.4%  rict Percent 1998-99 16.7% 10.0% 12.9% 12.0%	1999-00  2.7% 7.1% 5.5% 11.5% 15.8% 21.3% 24.0% 12.0%  18.5% 11.8% 10.9%	1.6% 9.8% 5.7% 13.0% 10.9% 18.1% 26.4% 14.5% 2000-01 20.3% 12.3% 11.5% 8.8%

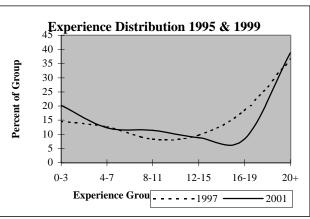
		Dis	trict Cour	nts			District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	30	22	18	2	-	Ï	12.2%	9.0%	7.3%	0.8%	-
Attrition from Transfers	5	0	1	0	-		2.0%	0.0%	0.4%	0.0%	-
Attrition from Exits	25	22	17	2	-		10.2%	9.0%	6.9%	0.8%	-
Teacher Attrition	28	18	17	2	-		13.6%	8.8%	8.1%	0.9%	-
Attrition from Transfers	4	0	1	0	-		1.9%	0.0%	0.5%	0.0%	-
Attrition from Exits	24	18	16	2	-		11.7%	8.8%	7.7%	0.9%	-
District Retention											
<b>Educator Retention</b>	216	223	229	249	-		87.8%	91.0%	92.7%	99.2%	-
Teacher Retention	178	186	192	209	-		86.4%	91.2%	91.9%	99.1%	-

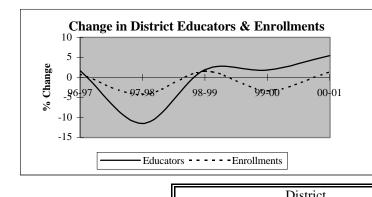
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	83.6%	5.5%	10.9%
1 Year of Experience	83.3%	8.3%	8.3%
2 Years of Experience	87.5%	0.0%	12.5%
3 Years of Experience	89.7%	0.0%	10.3%
4 Years of Experience	88.2%	2.9%	8.8%
5 Years of Experience	100.0%	0.0%	0.0%

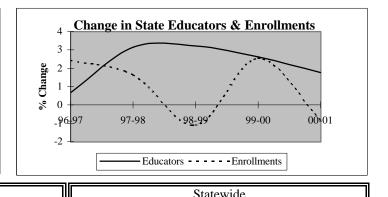
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages			Statev	vide Percen	entages		
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses											
Race	7.3%	8.3%	12.8%	14.3%	16.7%	8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	2.6%	4.0%	7.4%	8.0%	8.5%	4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment											
% Increment by 0	0.0%	0.4%	0.4%	0.4%	1.1%	1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	95.1%	91.8%	88.3%	92.4%	91.9%	90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	2.0%	0.0%	0.4%	0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	4.9%	7.8%	9.3%	7.2%	6.7%	8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	'S			<del></del>	<u></u>					<del></del>	
Student to Educator Ratio	15.9	17.2	17.1	16.3	15.6	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.0	20.4	20.1	19.8	19.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	2	-14	2	2	6	-	-	-	-	-	
% Change in Educators	1.7%	-11.6%	1.9%	1.8%	5.4%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	15	-84	27	-62	25	-	-	-	-	-	
% Change in Enrollment:	0.8%	-4.4%	1.5%	-3.3%	1.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.9%	0.9%	0.9%	5.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	7.4%	9.3%	8.3%	8.1%	8.5%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.1%	6.5%	6.4%	9.9%	11.1%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	7.9%	8.0%	7.6%	7.7%	5.5%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	11.1%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	44.4%	40.0%	44.4%	44.4%	40.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	40.5	41.1	41.5	42.1	41.9	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.7	11.4	11.8	11.4	11.4	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,583	28,936	30,268	30,988	29,725	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	8.5%	8.4%	7.9%	7.1%	4.6%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	69.3%	71.1%	66.7%	69.2%	73.4%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.9%	7.8%	8.6%	7.7%	7.4%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	25.7%	na	25.1%	24.0%	24.8%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.8%	0.7%	1.0%	0.8%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%	

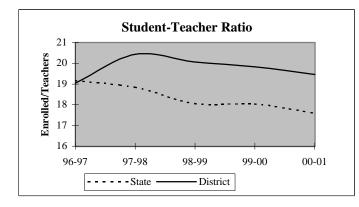
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	121	107	109	111	117		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	105	83	90	94	97		86.8%	77.6%	82.6%	84.7%	82.9%
Newly Hired	16	24	19	17	20		13.2%	22.4%	17.4%	15.3%	17.1%
Transfers In	4	5	4	1	3		25.0%	20.8%	21.1%	5.9%	15.0%
Reentrants	6	9	3	6	6		37.5%	37.5%	15.8%	35.3%	30.0%
First Time Educators	6	10	12	10	11		37.5%	41.7%	63.2%	58.8%	55.0%
Total Exiting Next Year	38	17	15	14	-		31.4%	15.9%	13.8%	12.6%	-
Transfers Out	11	2	2	0	-		28.9%	11.8%	13.3%	0.0%	-
Leave Tennessee Educ.	27	15	13	14	-		71.1%	88.2%	86.7%	100.0%	-

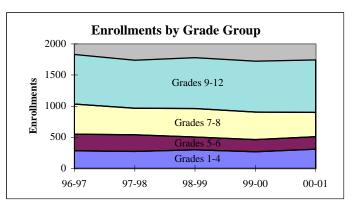
Dynamics Rates	District Rates								
District Attrition	31.4%	15.9%	13.8%	12.6%	=				
Transfers In/Out	0.36	2.50	2.00	nc	-				

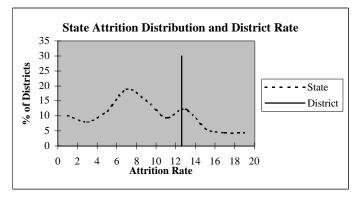
# District Report for: CROCKETT COUNTY

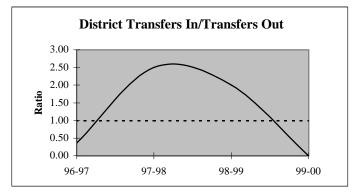
	District Counts District Per								centages		
Profile by Position	1996-97	1997-98	1998-99	999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	121	107	109	111	117	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	9	10	9	9	10	7.4%	9.3%	8.3%	8.1%	8.5%	
Professional Staff	11	7	7	11	13	9.1%	6.5%	6.4%	9.9%	11.1%	
Total Teachers	101	90	93	91	94	83.5%	84.1%	85.3%	82.0%	80.3%	
Special Education	8	7	8	7	7	7.9%	7.8%	8.6%	7.7%	7.4%	
Pre-K & Kindergarten	5	5	5	5	5	5.0%	5.6%	5.4%	5.5%	5.3%	
Elementary (1-4)	19	18	18	18	21	18.8%	20.0%	19.4%	19.8%	22.3%	
Middle School (5-6)	12	9	7	9	10	11.9%	10.0%	7.5%	9.9%	10.6%	
Jr. High (7-8)	19	14	17	18	15	18.8%	15.6%	18.3%	19.8%	16.0%	
High School (9-12)	38	37	38	34	36	37.6%	41.1%	40.9%	37.4%	38.3%	
Business	2	2	1	1	1	5.3%	5.4%	2.6%	2.9%	2.8%	
Language Arts	6	3	3	3	4	15.8%	8.1%	7.9%	8.8%	11.1%	
Social Studies	3	3	3	2	4	7.9%	8.1%	7.9%	5.9%	11.1%	
Foreign Language	1	2	2	2	2	2.6%	5.4%	5.3%	5.9%	5.6%	
Mathematics	4	3	3	3	4	10.5%	8.1%	7.9%	8.8%	11.1%	
Science	3	2	4	3	4	7.9%	5.4%	10.5%	8.8%	11.1%	
Vocational Education	11	10	12	10	10	28.9%	27.0%	31.6%	29.4%	27.8%	
Other High School	8	12	10	10	7	21.1%	32.4%	26.3%	29.4%	19.4%	
Total Enrollments	1 923	1 830	1 866	1.80/	1 829	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	1,923	1,839	1,866	1,804	1,829	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	77	88	68	67	68	4.0%	4.8%	3.6%	3.7%	3.7%
Grades 1-4	282	272	299	268	311	14.7%	14.8%	16.0%	14.9%	17.0%
Grades 5-6	268	267	204	194	197	13.9%	14.5%	10.9%	10.8%	10.8%
Grades 7-8	481	427	457	443	393	25.0%	23.2%	24.5%	24.6%	21.5%
Grades 9-12	800	773	820	817	840	41.6%	42.0%	43.9%	45.3%	45.9%
Ungraded	15	12	18	15	20	0.8%	0.7%	1.0%	0.8%	1.1%









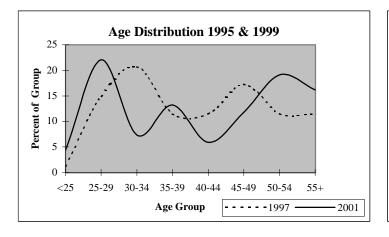
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender		'			<u></u>					
Administrative	9	10	9	9	10	7.9%	10.0%	8.6%	8.7%	9.2%
White - Females	3	4	4	4	4	33.3%	40.0%	44.4%	44.4%	40.0%
White - Males	5	6	5	5	6	55.6%	60.0%	55.6%	55.6%	60.0%
Black - Females	1	0	0	0	0	11.1%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	7	7	10	12	9.6%	7.0%	6.7%	9.6%	11.0%
White - Females	10	5	6	8	8	90.9%	71.4%	85.7%	80.0%	66.7%
White - Males	1	1	0	0	2	9.1%	14.3%	0.0%	0.0%	16.7%
Black - Females	0	1	1	1	2	0.0%	14.3%	14.3%	10.0%	16.7%
Black - Males	0	0	0	1	0	0.0%	0.0%	0.0%	10.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	94	83	89	85	87	82.5%	83.0%	84.8%	81.7%	79.8%
White - Females	62	56	56	56	63	66.0%	67.5%	62.9%	65.9%	72.4%
White - Males	24	20	26	23	20	25.5%	24.1%	29.2%	27.1%	23.0%
Black - Females	5	4	4	4	1	5.3%	4.8%	4.5%	4.7%	1.1%
Black - Males	3	3	3	2	3	3.2%	3.6%	3.4%	2.4%	3.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution			strict Cou				Dist	rict Percent	ages	
Age Distribution Teachers by Age Group	1996-97	Dis 1997-98			2000-01	1996-97	Distr 1997-98	rict Percent 1998-99	ages 1999-00	2000-01
•	1996-97				2000-01	1996-97 1.1%				2000-01
Teachers by Age Group	- ا	1997-98	1998-99	1999-00		<u> </u>	1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	1	1997-98 1	1998-99	1999-00	3	1.1%	1997-98 1.4%	1998-99	1999-00	4.4%
Teachers by Age Group Up to 24 25-29	1 13	1997-98 1 12	1998-99 1 15	1999-00 1 12	3 15	1.1% 14.9%	1997-98 1.4% 16.9%	1998-99 1.3% 20.0%	1999-00 1.5% 18.5%	4.4% 22.1%
Teachers by Age Group Up to 24 25-29 30-34	1 13 18	1997-98 1 12 8	1998-99 1 15 7	1999-00 1 12 8	3 15 5	1.1% 14.9% 20.7%	1997-98 1.4% 16.9% 11.3%	1998-99 1.3% 20.0% 9.3%	1999-00 1.5% 18.5% 12.3%	4.4% 22.1% 7.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 13 18 10	1997-98 1 12 8 10	1998-99 1 15 7 10	1999-00 1 12 8 7	3 15 5 9	1.1% 14.9% 20.7% 11.5%	1997-98 1.4% 16.9% 11.3% 14.1%	1998-99 1.3% 20.0% 9.3% 13.3%	1999-00 1.5% 18.5% 12.3% 10.8%	4.4% 22.1% 7.4% 13.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 13 18 10 10	1 12 8 10 11	1998-99 1 15 7 10 7	1999-00 1 12 8 7 6	3 15 5 9 4	1.1% 14.9% 20.7% 11.5% 11.5%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5%	1998-99 1.3% 20.0% 9.3% 13.3% 9.3%	1999-00 1.5% 18.5% 12.3% 10.8% 9.2%	4.4% 22.1% 7.4% 13.2% 5.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 13 18 10 10 10	1997-98 1 12 8 10 11 9	1998-99 1 15 7 10 7 12	1999-00 1 12 8 7 6 10	3 15 5 9 4 8	1.1% 14.9% 20.7% 11.5% 11.5% 17.2%	1.4% 16.9% 11.3% 14.1% 15.5% 12.7%	1998-99 1.3% 20.0% 9.3% 13.3% 9.3% 16.0%	1999-00 1.5% 18.5% 12.3% 10.8% 9.2% 15.4%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 13 18 10 10 15 10	1997-98 1 12 8 10 11 9 13 7	1998-99 1 15 7 10 7 12 15 8	1999-00 1 12 8 7 6 10 13 8	3 15 5 9 4 8 13	1.1% 14.9% 20.7% 11.5% 17.2% 11.5%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3%	1998-99 1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0%	1999-00 1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 13 18 10 10 10 15	1997-98 1 12 8 10 11 9 13	1 15 7 10 7 12 15	1999-00 1 12 8 7 6 10 13	3 15 5 9 4 8 13	1.1% 14.9% 20.7% 11.5% 17.2% 11.5%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3%	1998-99 1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0%	1999-00 1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 13 18 10 10 15 10	1997-98 1 12 8 10 11 9 13 7	1998-99 1 15 7 10 7 12 15 8	1999-00 1 12 8 7 6 10 13 8	3 15 5 9 4 8 13	1.1% 14.9% 20.7% 11.5% 17.2% 11.5%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3%	1998-99 1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0%	1999-00 1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 13 18 10 10 15 10	1997-98 1 12 8 10 11 9 13 7 41.1	1998-99 1 15 7 10 7 12 15 8 41.5	1999-00 1 12 8 7 6 10 13 8 42.1	3 15 5 9 4 8 13	1.1% 14.9% 20.7% 11.5% 17.2% 11.5%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9%	1998-99 1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%	1999-00 1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 13 18 10 10 15 10 10 40.5	1997-98 1 12 8 10 11 9 13 7 41.1	1998-99 1 15 7 10 7 12 15 8 41.5	1999-00 1 12 8 7 6 10 13 8 42.1	3 15 5 9 4 8 13 11 41.9	1.1% 14.9% 20.7% 11.5% 17.2% 11.5% 11.5%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9%	1998-99 1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%	1999-00 1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1% 16.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 13 18 10 10 15 10 10 40.5	1997-98 1 12 8 10 11 9 13 7 41.1	1998-99 1 15 7 10 7 12 15 8 41.5	1999-00 1 12 8 7 6 10 13 8 42.1	3 15 5 9 4 8 13 11 41.9	1.1% 14.9% 20.7% 11.5% 11.5% 17.2% 11.5% 11.5%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9% Distr	1998-99  1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%	1999-00 1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3% ages 1999-00	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1% 16.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 13 18 10 10 15 10 10 40.5	1997-98 1 12 8 10 11 9 13 7 41.1 Dis	1998-99 1 15 7 10 7 12 15 8 41.5 strict Cour 1998-99	1999-00 1 12 8 7 6 10 13 8 42.1 1999-00 31	3 15 5 9 4 8 13 11 41.9	1.1% 14.9% 20.7% 11.5% 11.5% 17.2% 11.5% 11.5% 11.5%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9% Distr 1997-98 28.9%	1998-99 1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%	1999-00  1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3%  ages 1999-00 34.1%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1% 16.2% 2000-01 31.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 13 18 10 10 10 15 10 40.5	1997-98 1 12 8 10 11 9 13 7 41.1 Dis 1997-98	1998-99 1 15 7 10 7 12 15 8 41.5 strict Cour 1998-99 32 12	1999-00 1 12 8 7 6 10 13 8 42.1 1999-00 31 15	3 15 5 9 4 8 13 11 41.9	1.1% 14.9% 20.7% 11.5% 11.5% 17.2% 11.5% 11.5% 12.9%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9% Distr 1997-98 28.9% 17.8%	1998-99  1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%  rict Percent 1998-99  34.4% 12.9%	1999-00  1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3%  ages 1999-00 34.1% 16.5%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1% 16.2% 2000-01 31.9% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 13 18 10 10 10 15 10 10 40.5	1997-98 1 12 8 10 11 9 13 7 41.1 Dis 1997-98 26 16	1998-99 1 15 7 10 7 12 15 8 41.5  strict Cour 1998-99 32 12 8	1999-00 1 12 8 7 6 10 13 8 42.1 1999-00 31 15 6	3 15 5 9 4 8 13 11 41.9 2000-01 30 16 10	1.1% 14.9% 20.7% 11.5% 11.5% 17.2% 11.5% 11.5% 12.9% 12.9% 15.8%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9% Distr 1997-98 28.9% 17.8% 12.2%	1998-99  1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%  rict Percent 1998-99  34.4% 12.9% 8.6%	1999-00  1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3%  ages 1999-00 34.1% 16.5% 6.6%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1% 16.2%  2000-01 31.9% 17.0% 10.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 13 18 10 10 10 15 10 10 40.5	1997-98 1 12 8 10 11 9 13 7 41.1 Dis 1997-98 26 16 11 8	1998-99 1 15 7 10 7 12 15 8 41.5 strict Cour 1998-99 32 12 8 11	1999-00 1 12 8 7 6 10 13 8 42.1 1999-00 31 15 6 11	3 15 5 9 4 8 13 11 41.9 2000-01 30 16 10 11	1.1% 14.9% 20.7% 11.5% 11.5% 17.2% 11.5% 11.5% 12.9% 12.9% 15.8% 9.9%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9% Distr 1997-98 28.9% 17.8% 12.2% 8.9%	1998-99  1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%  rict Percent 1998-99  34.4% 12.9% 8.6% 11.8%	1999-00  1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3%  ages 1999-00  34.1% 16.5% 6.6% 12.1%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1% 16.2%  2000-01 31.9% 17.0% 10.6% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 13 18 10 10 10 15 10 10 40.5	1997-98 1 12 8 10 11 9 13 7 41.1 Dis 1997-98 26 16 11 8 5	1998-99 1 15 7 10 7 12 15 8 41.5  strict Cour 1998-99 32 12 8 11 5	1999-00 1 12 8 7 6 10 13 8 42.1  1999-00 31 15 6 11 4	3 15 5 9 4 8 13 11 41.9 2000-01 30 16 10 11 5	1.1% 14.9% 20.7% 11.5% 11.5% 17.2% 11.5% 11.5% 12.9% 12.9% 15.8% 9.9% 6.9%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9% Distr 1997-98 28.9% 17.8% 12.2% 8.9% 5.6%	1998-99  1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%  rict Percent 1998-99  34.4% 12.9% 8.6% 11.8% 5.4%	1999-00  1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3%  12.3%  10.8% 12.1% 16.5% 12.1% 14.4%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1% 16.2%  2000-01 31.9% 17.0% 10.6% 11.7% 5.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years 20+ Years	1 13 18 10 10 10 15 10 10 40.5	1997-98 1 12 8 10 11 9 13 7 41.1 Dis 1997-98 26 16 11 8 5 24	1998-99 1 15 7 10 7 12 15 8 41.5 strict Cour 1998-99 32 12 8 11 5 25	1999-00 1 12 8 7 6 10 13 8 42.1 15 6 11 4 24	3 15 5 9 4 8 13 11 41.9 2000-01 30 16 10 11 5 22	1.1% 14.9% 20.7% 11.5% 11.5% 17.2% 11.5% 11.5% 12.9% 12.9% 15.8% 9.9%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9% Distr 1997-98 28.9% 17.8% 12.2% 8.9%	1998-99  1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%  rict Percent 1998-99  34.4% 12.9% 8.6% 11.8%	1999-00  1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3%  ages 1999-00  34.1% 16.5% 6.6% 12.1%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1% 16.2%  2000-01 31.9% 17.0% 10.6% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 13 18 10 10 10 15 10 10 40.5	1997-98 1 12 8 10 11 9 13 7 41.1 Dis 1997-98 26 16 11 8 5	1998-99 1 15 7 10 7 12 15 8 41.5  strict Cour 1998-99 32 12 8 11 5	1999-00 1 12 8 7 6 10 13 8 42.1  1999-00 31 15 6 11 4	3 15 5 9 4 8 13 11 41.9 2000-01 30 16 10 11 5	1.1% 14.9% 20.7% 11.5% 11.5% 17.2% 11.5% 11.5% 12.9% 12.9% 15.8% 9.9% 6.9%	1997-98 1.4% 16.9% 11.3% 14.1% 15.5% 12.7% 18.3% 9.9% Distr 1997-98 28.9% 17.8% 12.2% 8.9% 5.6%	1998-99  1.3% 20.0% 9.3% 13.3% 9.3% 16.0% 20.0% 10.7%  rict Percent 1998-99  34.4% 12.9% 8.6% 11.8% 5.4%	1999-00  1.5% 18.5% 12.3% 10.8% 9.2% 15.4% 20.0% 12.3%  12.3%  10.8% 12.1% 16.5% 12.1% 14.4%	4.4% 22.1% 7.4% 13.2% 5.9% 11.8% 19.1% 16.2%  2000-01 31.9% 17.0% 10.6% 11.7% 5.3%

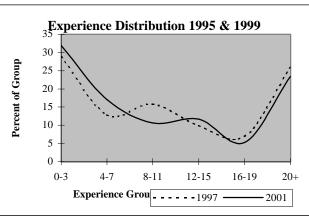
		Dis	trict Coun	ts		District Rates					
Attrition	1996-97 19	97-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	38	17	15	14	-	31.4%	15.9%	13.8%	12.6%	-	
Attrition from Transfers	11	2	2	0	-	9.1%	1.9%	1.8%	0.0%	-	
Attrition from Exits	27	15	13	14	-	22.3%	14.0%	11.9%	12.6%	-	
Teacher Attrition	30	14	15	14	-	29.7%	15.6%	16.1%	15.4%	-	
Attrition from Transfers	7	2	2	0	-	6.9%	2.2%	2.2%	0.0%	-	
Attrition from Exits	23	12	13	14	-	22.8%	13.3%	14.0%	15.4%	-	
District Retention											
<b>Educator Retention</b>	83	90	94	97	-	68.6%	84.1%	86.2%	87.4%	-	
Teacher Retention	71	76	78	77	-	70.3%	84.4%	83.9%	84.6%	-	
										-	
Teacher Retention		Dis	strict Rate	S			Statewic	le Rates			

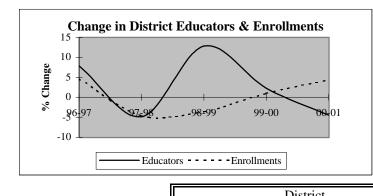
Teacher Retention	Di	strict Rate	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	64.8%	13.0%	22.2%
1 Year of Experience	73.0%	10.8%	16.2%
2 Years of Experience	78.8%	6.1%	15.2%
3 Years of Experience	65.5%	3.4%	31.0%
4 Years of Experience	75.0%	5.0%	20.0%
5 Years of Experience	82.4%	0.0%	17.6%

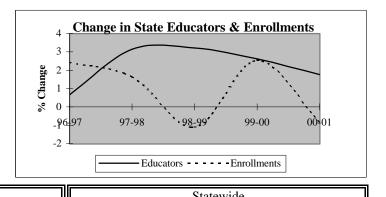
-	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	13.2%	19.9%	29.8%	29.7%	29.4%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.5%	14.6%	22.0%	17.1%	6.7%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.7%	2.8%	0.0%	0.9%	1.7%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.4%	79.4%	86.2%	84.7%	83.8%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.9%	17.8%	13.8%	14.4%	14.5%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	15.8	15.9	13.6	13.4	14.6	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.7	21.3	17.1	16.8	17.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	3	-2	5	1	-2	-	-	-	-	-	
% Change in Educators	7.9%	-4.9%	12.8%	2.3%	-4.4%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	29	-30	-22	6	26	-	-	-	-	-	
% Change in Enrollment:	4.7%	-4.6%	-3.6%	1.0%	4.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	2.3%	2.2%	7.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	7.3%	7.7%	6.8%	6.7%	7.0%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	12.2%	17.9%	13.6%	13.3%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	10.0%	7.9%	9.3%	9.1%	7.3%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	33.3%	33.3%	33.3%	33.3%	33.3%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.3	41.9	42.4	42.6	44.9	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.3	13.1	11.8	12.3	12.1	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,709	30,270	30,179	30,732	30,779	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	9.1%	6.9%	8.6%	8.3%	5.7%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	100.0%	100.0%	97.1%	97.2%	94.4%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	6.1%	10.3%	8.6%	8.3%	11.1%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	22.5%	na	20.4%	19.9%	15.7%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	3.0%	1.9%	2.4%	2.2%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

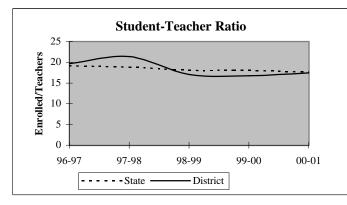
		Dist	rict Coun	ts				Distr	rict Percenta	ages	
Dynamics of the Workforce	1996-97 1	997-98 1	998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	41	39	44	45	43	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	32	36	38	43	36		78.0%	92.3%	86.4%	95.6%	83.7%
Newly Hired	9	3	6	2	7		22.0%	7.7%	13.6%	4.4%	16.3%
Transfers In	2	0	2	0	0		22.2%	0.0%	33.3%	0.0%	0.0%
Reentrants	1	2	1	1	3		11.1%	66.7%	16.7%	50.0%	42.9%
First Time Educators	6	1	3	1	4		66.7%	33.3%	50.0%	50.0%	57.1%
Total Exiting Next Year	5	1	1	9	-		12.2%	2.6%	2.3%	20.0%	-
Transfers Out	2	0	0	4	-		40.0%	0.0%	0.0%	44.4%	-
Leave Tennessee Educ.	3	1	1	5	-		60.0%	100.0%	100.0%	55.6%	-

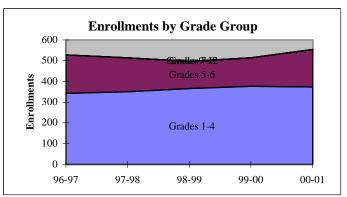
Dynamics Rates		Dis	trict Rate	S	
District Attrition	12.2%	2.6%	2.3%	20.0%	-
Transfers In/Out	1.00	nc	nc	0.00	-

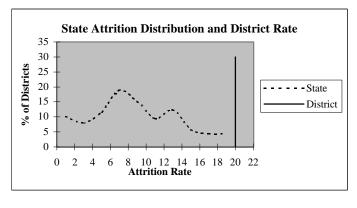
## District Report for: ALAMO

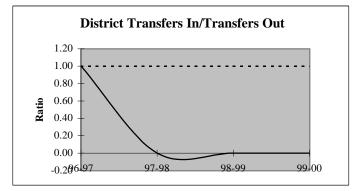
		Dis	strict Cou	nts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	41	39	44	45	43	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	3	3	3	3	3	7.3%	7.7%	6.8%	6.7%	7.0%		
Professional Staff	5	7	6	6	4	12.2%	17.9%	13.6%	13.3%	9.3%		
Total Teachers	33	29	35	36	36	80.5%	74.4%	79.5%	80.0%	83.7%		
Special Education	2	3	3	3	4	6.1%	10.3%	8.6%	8.3%	11.1%		
Pre-K & Kindergarten	5	3	4	4	4	15.2%	10.3%	11.4%	11.1%	11.1%		
Elementary (1-4)	19	17	21	21	22	57.6%	58.6%	60.0%	58.3%	61.1%		
Middle School (5-6)	7	6	7	8	6	21.2%	20.7%	20.0%	22.2%	16.7%		
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Total Enrollments	649	619	597	603	629	100.0%	100.0%	100.0%	100.0%	100.0%		
Dro V & V	105	0.2	00	77	65	16 20/	15 00/	1.4.70/	12 90/	10.20/		

Total Enrollments	649	619	597	603	629	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	105	93	88	77	65	16.2%	15.0%	14.7%	12.8%	10.3%
Grades 1-4	343	350	366	377	374	52.9%	56.5%	61.3%	62.5%	59.5%
Grades 5-6	184	164	130	136	180	28.4%	26.5%	21.8%	22.6%	28.6%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	17	12	13	13	10	2.6%	1.9%	2.2%	2.2%	1.6%









District Percentages

District Counts

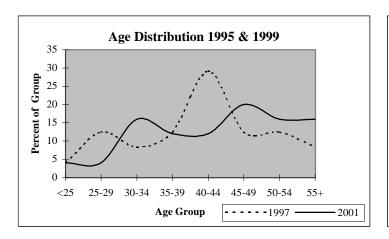
	<u> </u>		net Coun					ict Percenta	uges	الــــــــــــــــــــــــــــــــــــ
Profile by	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u></u>				
Administrative	3	3	3	3	3	7.5%	7.9%	7.0%	6.8%	7.3%
White - Females	2	2	2	2	2	66.7%	66.7%	66.7%	66.7%	66.7%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	1	1	1	1	1	33.3%	33.3%	33.3%	33.3%	33.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	4	6	5	5	3	10.0%	15.8%	11.6%	11.4%	7.3%
White - Females	4	6	5	5	3	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	33	29	35	36	35	82.5%	76.3%	81.4%	81.8%	85.4%
White - Females	30	27	31	32	32	90.9%	93.1%	88.6%	88.9%	91.4%
White - Males	0	0	1	1	1	0.0%	0.0%	2.9%	2.8%	2.9%
Black - Females	3	2	3	3	2	9.1%	6.9%	8.6%	8.3%	5.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A and Direction of		D:					Dist	int Danier i		<del></del> 1
Age Distribution	1006.07		rict Coun		2000 01	1006.07		rict Percenta		2000 01
Teachers by Age Group		997-98 1	998-99	1999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98 1	998-99	1999-00 2 1	1	4.2%	1997-98	1998-99 0.0%	1999-00	4.0%
Teachers by Age Group Up to 24 25-29	1 3	997-98 1 0 3	998-99	1999-00 2 1 2	1 1	4.2% 12.5%	1997-98 0.0% 13.0%	1998-99 0.0% 12.0%	1999-00 3.8% 7.7%	4.0% 4.0%
Teachers by Age Group Up to 24 25-29 30-34	1 3 2	997-98 1 0 3 4	998-99 0 3 4	1999-00 2 1 2 5	1 1 4	4.2% 12.5% 8.3%	1997-98 0.0% 13.0% 17.4%	1998-99 0.0% 12.0% 16.0%	1999-00 3.8% 7.7% 19.2%	4.0% 4.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 3 2 3	997-98 1 0 3 4 1	998-99 0 3 4 2	1999-00 2 1 2 5 2	1 1 4 3	4.2% 12.5% 8.3% 12.5%	1997-98 0.0% 13.0% 17.4% 4.3%	1998-99 0.0% 12.0% 16.0% 8.0%	1999-00 3.8% 7.7% 19.2% 7.7%	4.0% 4.0% 16.0% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 3 2 3 7	997-98 1 0 3 4 1 6	998-99 1 0 3 4 2 4	1999-00 2 1 2 5 2 4	1 1 4 3 3	4.2% 12.5% 8.3% 12.5% 29.2%	1997-98 0.0% 13.0% 17.4% 4.3% 26.1%	1998-99 0.0% 12.0% 16.0% 8.0% 16.0%	1999-00 3.8% 7.7% 19.2% 7.7% 15.4%	4.0% 4.0% 16.0% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 3 2 3 7 3	997-98 1 0 3 4 1 6 3	998-99 0 3 4 2 4 5	1999-00 2 1 2 5 2 4 5	1 1 4 3 3 5	4.2% 12.5% 8.3% 12.5% 29.2% 12.5%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0%	0.0% 12.0% 16.0% 8.0% 16.0% 20.0%	1999-00 3.8% 7.7% 19.2% 7.7% 15.4% 19.2%	4.0% 4.0% 16.0% 12.0% 12.0% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 3 2 3 7 3 3 3	997-98 1 0 3 4 1 6 3 3	998-99 0 3 4 2 4 5 4	1999-00 2 1 2 5 2 4 5 3	1 1 4 3 3 5 4	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0%	0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0%	3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5%	4.0% 4.0% 16.0% 12.0% 12.0% 20.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 3 2 3 7 3	997-98 1 0 3 4 1 6 3	998-99 0 3 4 2 4 5	1999-00 2 1 2 5 2 4 5	1 1 4 3 3 5	4.2% 12.5% 8.3% 12.5% 29.2% 12.5%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0%	0.0% 12.0% 16.0% 8.0% 16.0% 20.0%	1999-00 3.8% 7.7% 19.2% 7.7% 15.4% 19.2%	4.0% 4.0% 16.0% 12.0% 12.0% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 3 2 3 7 3 3 3	997-98 1 0 3 4 1 6 3 3	998-99 0 3 4 2 4 5 4	1999-00 2 1 2 5 2 4 5 3	1 1 4 3 3 5 4	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0%	0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0%	3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5%	4.0% 4.0% 16.0% 12.0% 12.0% 20.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 3 2 3 7 3 3 3 2	997-98 1 0 3 4 1 6 3 3 3	998-99 0 3 4 2 4 5 4 3	1999-00 2 1 2 5 2 4 5 3 4	1 1 4 3 3 3 5 4 4	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0%	0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0%	3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5%	4.0% 4.0% 16.0% 12.0% 12.0% 20.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 3 2 3 7 3 3 3 2	997-98 1 0 3 4 1 6 3 3 3 41.9	998-99 0 3 4 2 4 5 4 3 42.4	1999-00 2 5 2 4 5 3 4 42.6	1 1 4 3 3 3 5 4 4	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0%	0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0%	3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5%	4.0% 4.0% 16.0% 12.0% 12.0% 20.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 3 2 3 7 3 3 2 41.3	997-98 1 0 3 4 1 6 3 3 3 41.9	998-99 0 3 4 2 4 5 4 3 42.4	1999-00 2 1 2 5 2 4 5 3 4 42.6	1 1 4 3 3 5 4 4 4 44.9	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5% 8.3%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0% 13.0%	1998-99 0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0% 12.0%	3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5% 15.4%	4.0% 4.0% 16.0% 12.0% 12.0% 20.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 3 2 3 7 3 3 3 2	997-98 1 0 3 4 1 6 3 3 3 41.9	998-99 0 3 4 2 4 5 4 3 42.4	1999-00 2 1 2 5 2 4 5 3 4 42.6	1 1 4 3 3 5 4 4 4 44.9	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5% 8.3%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0% 13.0%	1998-99 0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0% 12.0%	3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5% 15.4%	4.0% 4.0% 16.0% 12.0% 12.0% 20.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 3 2 3 7 3 3 2 41.3	997-98 1 0 3 4 1 6 3 3 3 41.9	998-99 0 3 4 2 4 5 4 3 42.4	1999-00 2 1 2 5 2 4 5 3 4 42.6	1 1 4 3 3 5 4 4 4 44.9	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5% 8.3%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0%	1998-99 0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0% 12.0%	1999-00 3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5% 15.4%	4.0% 4.0% 16.0% 12.0% 12.0% 20.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 3 2 3 7 3 3 2 41.3	997-98 1 0 3 4 1 6 3 3 3 41.9	998-99 3 4 2 4 5 4 3 42.4	1999-00 2 1 2 5 2 4 5 3 4 42.6	1 1 4 3 3 5 4 4 44.9	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5% 8.3%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0% 13.0%	1998-99 0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0% 12.0%	1999-00  3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5% 15.4%	4.0% 4.0% 16.0% 12.0% 20.0% 16.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 3 2 3 7 3 3 2 41.3	997-98 1 0 3 4 1 6 3 3 3 41.9	998-99 0 3 4 2 4 5 4 3 42.4	1999-00 2 1 2 5 2 4 5 3 4 42.6 ts	1 1 4 3 3 5 4 4 44.9	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5% 8.3%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0% 13.0% 13.0% 20.0% 13.0% 13.0% 13.0% 13.0%	0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0% 12.0%	1999-00  3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5% 15.4%  19.2% 11.5% 15.4%	4.0% 4.0% 16.0% 12.0% 20.0% 16.0% 16.0% 2000-01 30.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 3 2 3 7 3 3 2 41.3	997-98 1 0 3 4 1 6 3 3 3 41.9 Distr 997-98 1 8 2	998-99 0 3 4 2 4 5 4 3 42.4 rict Coun 998-99 1	1999-00 2 1 2 5 2 4 5 3 4 42.6 ts 1999-00 2 15 1	1 1 4 3 3 5 4 4 44.9	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5% 8.3%  12.5% 6.1%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0% 13.0% 25.0% 13.0% 13.0%	1998-99 0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0% 12.0%  rict Percenta 1998-99 40.0% 5.7%	1999-00  3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5% 15.4%  41.7% 2.8%	4.0% 4.0% 16.0% 12.0% 20.0% 16.0% 16.0% 2000-01 30.6% 19.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 3 2 3 7 3 3 2 41.3	997-98 1 0 3 4 1 6 3 3 3 41.9 Distr 997-98 1 8 2 3	998-99 0 3 4 2 4 5 4 3 42.4 rict Coun 998-99 1 1 2 3	1999-00 2 1 2 5 2 4 5 3 4 42.6 ts 1999-00 2 15 1 4	1 1 4 3 3 5 4 4 44.9	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5% 8.3%  12.5% 33.3% 6.1% 12.1%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0% 13.0% 27.6% 6.9% 10.3%	1998-99 0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0% 12.0%	1999-00  3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5% 15.4%  41.7% 2.8% 11.1%	4.0% 4.0% 16.0% 12.0% 20.0% 16.0% 16.0% 2000-01 30.6% 19.4% 2.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 3 2 3 7 3 3 2 41.3	997-98 1 0 3 4 1 6 3 3 41.9 Distr 997-98 1 8 2 3 3	998-99 0 3 4 2 4 5 4 3 42.4 rict Coun 998-99 1 1 2 3 2	1999-00 2 1 2 5 2 4 5 3 4 42.6 ts 1999-00 2 15 1 4 2	1 1 4 3 3 5 4 4 44.9	4.2% 12.5% 8.3% 12.5% 29.2% 12.5% 12.5% 8.3%  12.15% 8.3%	0.0% 13.0% 17.4% 4.3% 26.1% 13.0% 13.0% 13.0% 13.0% 10.3%	1998-99 0.0% 12.0% 16.0% 8.0% 16.0% 20.0% 16.0% 12.0%  16.0% 5.7% 8.6% 5.7%	1999-00  3.8% 7.7% 19.2% 7.7% 15.4% 19.2% 11.5% 15.4%  15.4%  15.4%  15.4%	4.0% 4.0% 16.0% 12.0% 20.0% 16.0% 16.0% 2000-01 30.6% 19.4% 2.8% 5.6%

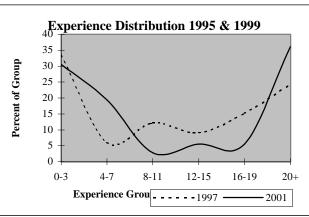
		Dis	District Counts District Rates							
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	5	1	1	9	-	12.2%	2.6%	2.3%	20.0%	=
Attrition from Transfers	2	0	0	4	-	4.9%	0.0%	0.0%	8.9%	-
Attrition from Exits	3	1	1	5	-	7.3%	2.6%	2.3%	11.1%	=
Teacher Attrition	5	0	1	7	-	15.2%	0.0%	2.9%	19.4%	=
Attrition from Transfers	2	0	0	3	-	6.1%	0.0%	0.0%	8.3%	-
Attrition from Exits	3	0	1	4	-	9.1%	0.0%	2.9%	11.1%	-
District Retention										
<b>Educator Retention</b>	36	38	43	36	-	87.8%	97.4%	97.7%	80.0%	-
Teacher Retention	28	29	34	29	-	84.8%	100.0%	97.1%	80.6%	-
	_				_					
Teacher Retention		Di	istrict Rat	es			Statewic	de Rates		
5 Van Amara Datantian	Data	Datainad	Tuenefer	A 44	il	Datainad	Tuessefer	Total	A 44mi4i a m	ĺ

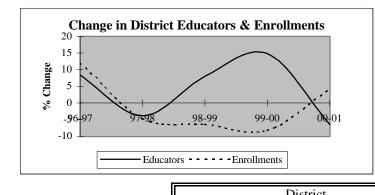
Teacher Retention	Di	District Rates							
5 Year Average Retention Rate	Retained	Transfer	Attrition						
New Entrants	90.9%	0.0%	9.1%						
1 Year of Experience	93.3%	6.7%	0.0%						
2 Years of Experience	78.6%	0.0%	21.4%						
3 Years of Experience	70.0%	10.0%	20.0%						
4 Years of Experience	100.0%	0.0%	0.0%						
5 Years of Experience	100.0%	0.0%	0.0%						

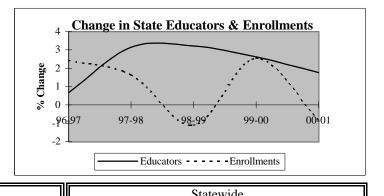
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ict Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	199	96-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	14.6%	18.4%	22.4%	22.2%	27.9%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	10.4%	12.2%	16.3%	15.6%	9.3%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.0%	2.3%	8.9%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	82.9%	92.3%	88.6%	86.7%	83.7%	Ģ	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	17.1%	7.7%	9.1%	4.4%	16.3%		8.6%	9.3%	9.4%	11.0%	10.3%









	District							Statewide		15.1 17.6 - 1.8% - -0.8%				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01				
Supply & Demand Indicator	S													
Student to Educator Ratio	15.7	15.5	13.4	10.7	12.0	16.4	16.2	15.5	15.5					
Student to Teacher Ratio	17.0	17.6	14.5	11.9	13.3	19.2	18.8	18.1	18.0	17.6				
Change in Educators	2	-1	2	4	-2	-	-	-	-	-				
% Change in Educators	8.3%	-3.8%	8.0%	14.8%	-6.5%	0.7%	3.1%	3.2%	2.6%	1.8%				
Change in Enrollments	44	-19	-25	-30	14	-	-	-	-	-				
% Change in Enrollment:	12.1%	-4.7%	-6.4%	-8.3%	4.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%				
Workforce														
% Part-Time	3.8%	0.0%	0.0%	0.0%	13.8%	0.7%	0.7%	0.7%	0.7%	6.9%				
% Administrative Staff	3.8%	8.0%	7.4%	6.5%	3.4%	4.5%	4.5%	4.4%	4.4%	4.3%				
% Professional Staff	3.8%	4.0%	0.0%	3.2%	6.9%	9.6%	9.5%	9.6%	9.6%	9.7%				
% Minority	8.0%	8.0%	7.7%	6.7%	6.9%	12.1%	12.3%	12.4%	12.6%	12.8%				
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%				
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	37.4%	38.6%	40.6%	41.5%				
Teachers														
Average Age	38.6	38.6	38.5	39.2	38.3	43.3	43.5	43.6	43.7	43.9				
Average Experience	8.9	9.9	10.0	10.5	9.1	13.8	13.7	13.7	13.4	13.3				
Average Salary	28,084	29,635	30,800	32,132	30,757	33,907	34,370	35,839	36,884	36,619				
% Minority Teachers	8.7%	9.1%	8.3%	7.4%	7.7%	12.0%	12.1%	12.3%	12.5%	12.6%				
% Female Teachers	100.0%	100.0%	96.0%	96.4%	100.0%	79.2%	79.4%	79.4%	79.4%	79.6%				
% Special Ed. Teachers	8.3%	9.1%	4.0%	7.1%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%				
Enrollment														
% Minority	35.6%	na	36.1%	39.5%	0.0%	26.0%	na	26.5%	27.3%	27.7%				
% Special Education	1.1%	2.8%	0.9%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%				
_														

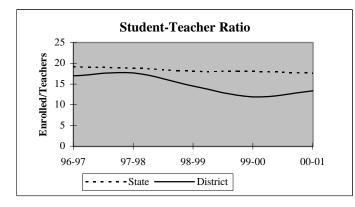
		Dis	trict Cou	nts		District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	26	25	27	31	29	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	23	20	23	27	25	88.5%	80.0%	85.2%	87.1%	86.2%
Newly Hired	3	5	4	4	4	11.5%	20.0%	14.8%	12.9%	13.8%
Transfers In	2	2	1	0	0	66.7%	40.0%	25.0%	0.0%	0.0%
Reentrants	0	1	1	4	1	0.0%	20.0%	25.0%	100.0%	25.0%
First Time Educators	1	2	2	0	3	33.3%	40.0%	50.0%	0.0%	75.0%
Total Exiting Next Year	6	2	0	6	-	23.1%	8.0%	0.0%	19.4%	-
Transfers Out	1	0	0	1	-	16.7%	0.0%	0.0%	16.7%	-
Leave Tennessee Educ.	5	2	0	5	-	83.3%	100.0%	0.0%	83.3%	-

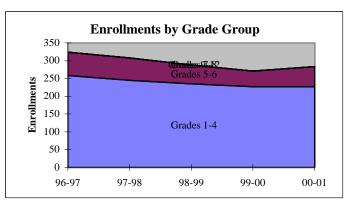
Dynamics Rates		District Rates								
District Attrition	23.1%	8.0%	0.0%	19.4%	-					
Transfers In/Out	2.00	nc	nc	0.00	-					

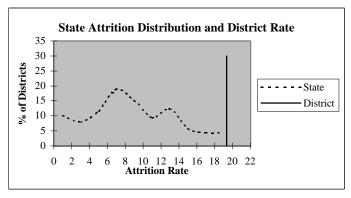
## District Report for: BELLS

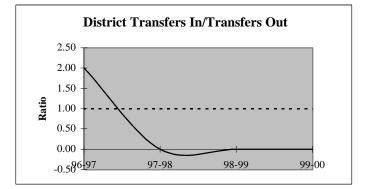
		Dist	rict Count	S		District Percentages				
Profile by Position	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	26	25	27	31	29	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	1	2	2	2	1	3.8%	8.0%	7.4%	6.5%	3.4%
Professional Staff	1	1	0	1	2	3.8%	4.0%	0.0%	3.2%	6.9%
Total Teachers	24	22	25	28	26	92.3%	88.0%	92.6%	90.3%	89.7%
Special Education	2	2	1	2	2	8.3%	9.1%	4.0%	7.1%	7.7%
Pre-K & Kindergarten	3	3	2	2	4	12.5%	13.6%	8.0%	7.1%	15.4%
Elementary (1-4)	16	14	19	21	17	66.7%	63.6%	76.0%	75.0%	65.4%
Middle School (5-6)	3	3	3	3	3	12.5%	13.6%	12.0%	10.7%	11.5%
Jr. High (7-8)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	407	388	363	333	347	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	75	69	73	62	64	18.4%	17.8%	20.1%	18.6%	18.4%

Total Enrollments	407	388	363	333	347	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	75	69	73	62	64	18.4%	17.8%	20.1%	18.6%	18.4%
Grades 1-4	258	245	235	227	227	63.4%	63.1%	64.7%	68.2%	65.4%
Grades 5-6	66	63	53	44	56	16.2%	16.2%	14.6%	13.2%	16.1%
Grades 7-8	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	8	11	2	0	0	2.0%	2.8%	0.6%	0.0%	0.0%









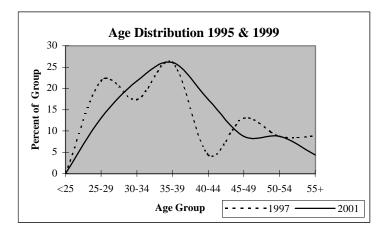
			rict Count				Distr	ict Percenta	ages	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	1	2	2	2	1	4.0%	8.0%	7.7%	6.7%	3.4%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	1	2	2	2	1	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	1	1	0	1	2	4.0%	4.0%	0.0%	3.3%	6.9%
White - Females	1	1	0	1	2	100.0%	100.0%	0.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	23	22	24	27	26	92.0%	88.0%	92.3%	90.0%	89.7%
White - Females	21	20	22	25	24	91.3%	90.9%	91.7%	92.6%	92.3%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	2	2	2	2	2	8.7%	9.1%	8.3%	7.4%	7.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Count	\$			Distr	rict Percenta	9 oes	
Teachers by Age Group	1996-97 1			999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	1	0	0	0	0.0%	4.8%	0.0%	0.0%	0.0%
25-29	5	3	4	3	3	21.7%	14.3%	16.7%	11.5%	13.0%
30-34	4	5	6	7	5	17.4%	23.8%	25.0%	26.9%	21.7%
35-39	6	4	5	5	6	26.1%	19.0%	20.8%	19.2%	26.1%
40-45	1	3	4	5	4	4.3%	14.3%	16.7%	19.2%	17.4%
45-49	3	2	1	1	2	13.0%	9.5%	4.2%	3.8%	8.7%
50-54	2	1	2	3	2	8.7%	4.8%	8.3%	11.5%	8.7%
55+	2	2	2	2	1	8.7%	9.5%	8.3%	7.7%	4.3%
					_	0.770	7.5 /0	0.570	7.770	7.570
Average Age	38.6	38.6	38.5	39.2	38.3					
Experience Distribution		Dist	rict Count	\$			Distr	rict Percenta	90es	
Teachers by Experience	1996-97 1			999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	5	4	4	3	6	20.8%	18.2%	16.0%	10.7%	23.1%
4-7 Years	8	7	10	9	4	33.3%	31.8%	40.0%	32.1%	15.4%
8-11 Years								8.0%	21.4%	34.6%
8-11 Years 12-15 Years	4 2	3	2 3	6 3	9 2	16.7%	13.6%		10.7%	
12-13 Years 16-19 Years						8.3%	13.6%	12.0% 4.0%		7.7%
16-19 Years 20+ Years	1 4	1 4	1 5	2 5	2 3	4.2% 16.7%	4.5%		7.1% 17.9%	7.7%
		·				10.7%	18.2%	20.0%	17.9%	11.5%
Average Experience	8.9	9.9	10.0	10.5	9.1					
$\mathcal{E}$ 1										

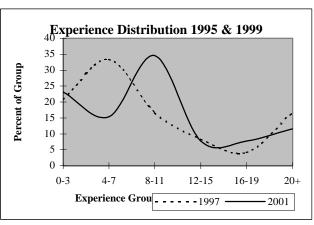
		District Counts						District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	6	2	0	6	-	ľ	23.1%	8.0%	0.0%	19.4%	-	
Attrition from Transfers	1	0	0	1	-		3.8%	0.0%	0.0%	3.2%	-	
Attrition from Exits	5	2	0	5	-		19.2%	8.0%	0.0%	16.1%	-	
Teacher Attrition	6	1	0	5	-		25.0%	4.5%	0.0%	17.9%	-	
Attrition from Transfers	1	0	0	1	-		4.2%	0.0%	0.0%	3.6%	-	
Attrition from Exits	5	1	0	4	-		20.8%	4.5%	0.0%	14.3%	-	
District Retention												
<b>Educator Retention</b>	20	23	27	25	-		76.9%	92.0%	100.0%	80.6%	-	
Teacher Retention	18	21	25	23	-		75.0%	95.5%	100.0%	82.1%	-	

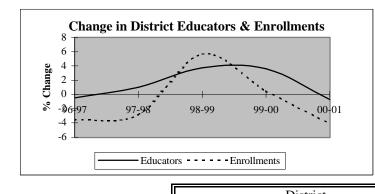
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	57.1%	28.6%	14.3%
1 Year of Experience	80.0%	0.0%	20.0%
2 Years of Experience	100.0%	0.0%	0.0%
3 Years of Experience	75.0%	0.0%	25.0%
4 Years of Experience	91.7%	0.0%	8.3%
5 Years of Experience	88.9%	0.0%	11.1%

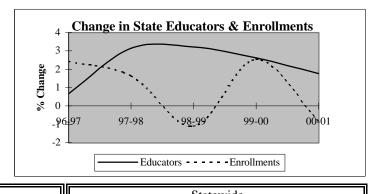
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distr	ict Percent	Statewide Percentages							
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-9	7 1997-9	8 1998	-99	1999-00	2000-01
Incomplete Responses											
Race	7.7%	15.6%	15.6%	12.9%	20.7%	8.7	% 12.8	% 16	.1%	18.9%	19.5%
Sex	3.8%	12.5%	15.6%	12.9%	17.2%	4.6	% 7.8	% 10	.1%	9.2%	8.7%
Evnavianas Ingramant											
Experience Increment											
% Increment by 0	0.0%	0.0%	7.4%	0.0%	3.4%	1.1	% 1.1	% 1	.2%	1.2%	1.4%
% Increment by 1	96.2%	88.0%	81.5%	87.1%	82.8%	90.2	% 89.5	% 89	.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1	% 0.1	% 0	.1%	0.2%	0.3%
% Other Increment	3.8%	12.0%	11.1%	12.9%	13.8%	8.6	% 9.3	% 9	.4%	11.0%	10.3%









<u> </u>	District					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicators	s										
Student to Educator Ratio	18.5	17.8	18.1	17.6	17.0	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	21.2	20.4	20.5	19.9	19.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-2	4	15	15	-3	-	-	-	-	-	
% Change in Educators	-0.5%	1.0%	3.8%	3.6%	-0.7%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-270	-209	402	39	-308	-	-	-	-	-	
% Change in Enrollment	-3.6%	-2.9%	5.6%	0.5%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.5%	0.3%	0.5%	0.5%	7.3%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.0%	4.0%	3.9%	4.2%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.6%	8.8%	7.7%	7.7%	8.4%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.3%	1.3%	1.0%	1.0%	1.2%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	31.3%	31.3%	31.3%	38.9%	47.1%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.5	43.1	43.4	43.3	43.6	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.7	14.4	14.4	14.1	14.5	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,884	31,847	31,818	33,143	33,131	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.2%	1.2%	1.1%	1.1%	1.4%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	79.5%	78.5%	77.9%	79.2%	79.4%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	11.0%	9.7%	11.7%	11.1%	10.7%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	1.0%	na	0.9%	1.4%	1.7%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.6%	1.2%	1.0%	1.2%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%	

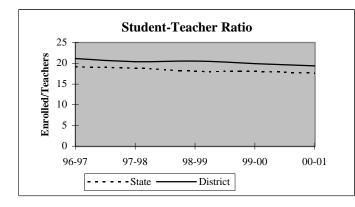
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	396	400	415	430	427	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	365	377	384	387	401		92.2%	94.3%	92.5%	90.0%	93.9%
Newly Hired	31	23	31	43	26		7.8%	5.8%	7.5%	10.0%	6.1%
Transfers In	9	6	3	5	4		29.0%	26.1%	9.7%	11.6%	15.4%
Reentrants	6	8	8	14	14		19.4%	34.8%	25.8%	32.6%	53.8%
First Time Educators	16	9	20	24	8		51.6%	39.1%	64.5%	55.8%	30.8%
Total Exiting Next Year	19	16	28	29	-		4.8%	4.0%	6.7%	6.7%	-
Transfers Out	5	1	3	1	-		26.3%	6.3%	10.7%	3.4%	-
Leave Tennessee Educ.	14	15	25	28	-		73.7%	93.8%	89.3%	96.6%	-

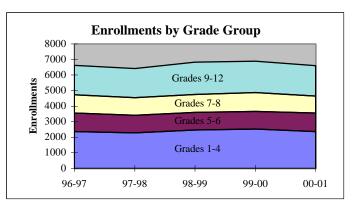
Dynamics Rates	District Rates									
District Attrition	4.8%	4.0%	6.7%	6.7%	-					
Transfers In/Out	1.80	6.00	1.00	5.00	-					

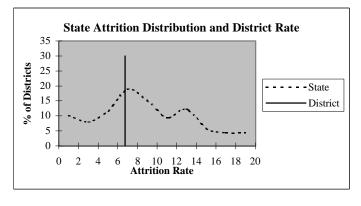
## District Report for: CUMBERLAND COUNTY

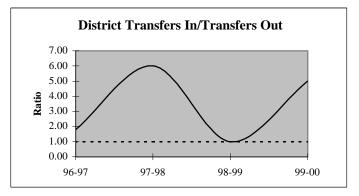
		Dis	trict Cour	its		District Percentages					
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	396	400	415	430	427	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	16	16	16	18	17	4.0%	4.0%	3.9%	4.2%	4.0%	
Professional Staff	34	35	32	33	36	8.6%	8.8%	7.7%	7.7%	8.4%	
Total Teachers	346	349	367	379	374	87.4%	87.3%	88.4%	88.1%	87.6%	
Special Education	38	34	43	42	40	11.0%	9.7%	11.7%	11.1%	10.7%	
Pre-K & Kindergarten	24	26	26	26	27	6.9%	7.4%	7.1%	6.9%	7.2%	
Elementary (1-4)	137	134	137	150	148	39.6%	38.4%	37.3%	39.6%	39.6%	
Middle School (5-6)	40	37	40	44	48	11.6%	10.6%	10.9%	11.6%	12.8%	
Jr. High (7-8)	32	30	33	31	35	9.2%	8.6%	9.0%	8.2%	9.4%	
High School (9-12)	75	88	88	86	76	21.7%	25.2%	24.0%	22.7%	20.3%	
Business	4	5	5	5	4	5.3%	5.7%	5.7%	5.8%	5.3%	
Language Arts	13	11	12	9	13	17.3%	12.5%	13.6%	10.5%	17.1%	
Social Studies	7	8	8	7	10	9.3%	9.1%	9.1%	8.1%	13.2%	
Foreign Language	3	4	4	5	5	4.0%	4.5%	4.5%	5.8%	6.6%	
Mathematics	10	10	10	13	12	13.3%	11.4%	11.4%	15.1%	15.8%	
Science	8	8	7	6	8	10.7%	9.1%	8.0%	7.0%	10.5%	
Vocational Education	16	17	17	16	15	21.3%	19.3%	19.3%	18.6%	19.7%	
Other High School	14	25	25	25	9	18.7%	28.4%	28.4%	29.1%	11.8%	

Total Enrollments	7,326	7,117	7,519	7,558	7,250	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	638	617	594	579	572	8.7%	8.7%	7.9%	7.7%	7.9%
Grades 1-4	2,367	2,287	2,458	2,531	2,366	32.3%	32.1%	32.7%	33.5%	32.6%
Grades 5-6	1,201	1,118	1,138	1,130	1,192	16.4%	15.7%	15.1%	15.0%	16.4%
Grades 7-8	1,159	1,135	1,156	1,203	1,086	15.8%	15.9%	15.4%	15.9%	15.0%
Grades 9-12	1,903	1,876	2,077	2,021	1,957	26.0%	26.4%	27.6%	26.7%	27.0%
Ungraded	58	84	96	94	77	0.8%	1.2%	1.3%	1.2%	1.1%









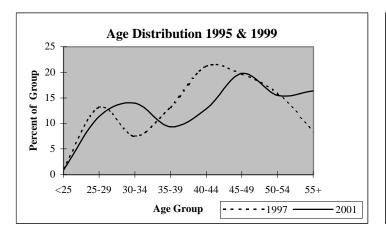
	<u> </u>		trict Coun					ict Percent	8	
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	16	16	16	18	17	4.1%	4.1%	4.0%	4.3%	4.1%
White - Females	5	5	5	7	8	31.3%	31.3%	31.3%	38.9%	47.1%
White - Males	11	11	11	11	9	68.8%	68.8%	68.8%	61.1%	52.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	34	34	31	33	36	8.8%	8.7%	7.7%	7.9%	8.7%
White - Females	24	24	21	22	25	70.6%	70.6%	67.7%	66.7%	69.4%
White - Males	9	9	10	11	11	26.5%	26.5%	32.3%	33.3%	30.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	0	0	0	2.9%	2.9%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	338	339	354	366	362	87.1%	87.1%	88.3%	87.8%	87.2%
White - Females	263	261	273	286	283	77.8%	77.0%	77.1%	78.1%	78.2%
White - Males	71	74	77	76	74	21.0%	21.8%	21.8%	20.8%	20.4%
Black - Females	1	1	1	1	1	0.3%	0.3%	0.3%	0.3%	0.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	3	3	3	3	4	0.9%	0.9%	0.8%	0.8%	1.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
						i e				1
Age Distribution			trict Coun					rict Percent		
Age Distribution Teachers by Age Group	1996-97 1			its 1999-00	2000-01	1996-97	Distr	rict Percent	ages 1999-00	2000-01
Teachers by Age Group Up to 24	1996-97 1				2000-01	1996-97				2000-01
Teachers by Age Group		997-98	1998-99	1999-00		<u> </u>	1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	4	997-98	1998-99	1999-00 6	3	1.2%	1997-98 1.2%	1998-99	1999-00	0.9%
Teachers by Age Group Up to 24 25-29	4 44	997-98 4 37	1998-99 5 41	1999-00 6 38	3 39	1.2% 13.1%	1997-98 1.2% 11.1%	1998-99 1.4% 11.8%	1999-00 1.7% 10.8%	0.9% 11.4%
Teachers by Age Group Up to 24 25-29 30-34	4 44 25	997-98 4 37 30	1998-99 5 41 35	1999-00 6 38 46	3 39 48	1.2% 13.1% 7.5%	1997-98 1.2% 11.1% 9.0%	1998-99 1.4% 11.8% 10.1%	1999-00 1.7% 10.8% 13.1%	0.9% 11.4% 14.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	4 44 25 44	997-98 4 37 30 36	1998-99 5 41 35 28	1999-00 6 38 46 31	3 39 48 32	1.2% 13.1% 7.5% 13.1%	1997-98 1.2% 11.1% 9.0% 10.8%	1998-99 1.4% 11.8% 10.1% 8.1%	1999-00 1.7% 10.8% 13.1% 8.8%	0.9% 11.4% 14.0% 9.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	4 44 25 44 71	997-98 4 37 30 36 69	5 41 35 28 59	6 38 46 31 56	3 39 48 32 44	1.2% 13.1% 7.5% 13.1% 21.2%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7%	1998-99 1.4% 11.8% 10.1% 8.1% 17.1%	1999-00 1.7% 10.8% 13.1% 8.8% 16.0%	0.9% 11.4% 14.0% 9.3% 12.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	4 44 25 44 71 66	997-98 4 37 30 36 69 59	5 41 35 28 59 73	6 38 46 31 56 66	3 39 48 32 44 68	1.2% 13.1% 7.5% 13.1% 21.2% 19.7%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7% 17.7%	1998-99 1.4% 11.8% 10.1% 8.1% 17.1% 21.1%	1999-00 1.7% 10.8% 13.1% 8.8% 16.0% 18.8%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 44 25 44 71 66 53 28	997-98 4 37 30 36 69 59 61 37	5 41 35 28 59 73 62 43	6 38 46 31 56 66 56	3 39 48 32 44 68 53 56	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3%	1998-99 1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9%	1999-00 1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 16.0%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 44 25 44 71 66 53	997-98 4 37 30 36 69 59 61	5 41 35 28 59 73 62	6 38 46 31 56 66 56	3 39 48 32 44 68 53	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3%	1998-99 1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9%	1999-00 1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 16.0%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 44 25 44 71 66 53 28	997-98 4 37 30 36 69 59 61 37	5 41 35 28 59 73 62 43	6 38 46 31 56 66 56	3 39 48 32 44 68 53 56	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3%	1998-99 1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9%	1999-00 1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 16.0%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 44 25 44 71 66 53 28 42.5	997-98 4 37 30 36 69 59 61 37 43.1	5 41 35 28 59 73 62 43 43.4	6 38 46 31 56 66 56 52 43.3	3 39 48 32 44 68 53 56 43.6	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8% 8.4%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3% 11.1%	1998-99 1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9%	1999-00 1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 16.0% 14.8%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	4 44 25 44 71 66 53 28	997-98 4 37 30 36 69 59 61 37 43.1	5 41 35 28 59 73 62 43 43.4	6 38 46 31 56 66 56 52 43.3	3 39 48 32 44 68 53 56 43.6	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8% 8.4%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3% 11.1%	1998-99 1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9% 12.4%	1999-00 1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 16.0% 14.8%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	4 44 25 44 71 66 53 28 42.5	997-98 4 37 30 36 69 59 61 37 43.1	5 41 35 28 59 73 62 43 43.4	6 38 46 31 56 66 56 52 43.3	3 39 48 32 44 68 53 56 43.6	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8% 8.4%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3% 11.1%	1998-99 1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9% 12.4%	1999-00 1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 14.8%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	4 44 25 44 71 66 53 28 42.5	997-98 4 37 30 36 69 59 61 37 43.1 Dis	5 41 35 28 59 73 62 43 43.4 trict Coun	1999-00 6 38 46 31 56 66 52 43.3	3 39 48 32 44 68 53 56 43.6	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8% 8.4%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3% 11.1% Distr	1998-99  1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9% 12.4%	1999-00  1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 16.0% 14.8%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	4 44 25 44 71 66 53 28 42.5	997-98 4 37 30 36 69 59 61 37 43.1 Disc 997-98	5 41 35 28 59 73 62 43 43.4 trict Coun	1999-00 6 38 46 31 56 66 52 43.3	3 39 48 32 44 68 53 56 43.6	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8% 8.4%	1997-98 1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3% 11.1% Distr 1997-98	1998-99  1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9% 12.4%  rict Percent 1998-99 15.0%	1999-00  1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 16.0% 14.8%  ages 1999-00 18.5%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	4 44 25 44 71 66 53 28 42.5	997-98 4 37 30 36 69 59 61 37 43.1 Diss 997-98	5 41 35 28 59 73 62 43 43.4 trict Coun 1998-99	1999-00 6 38 46 31 56 66 52 43.3	3 39 48 32 44 68 53 56 43.6	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8% 8.4%	1997-98  1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3% 11.1%  Distr 1997-98  15.5%	1998-99  1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9% 12.4%  rict Percent 1998-99  15.0% 17.2%	1999-00  1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 16.0% 14.8%  1999-00  18.5% 16.6%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	4 44 25 44 71 66 53 28 42.5	997-98 4 37 30 36 69 59 61 37 43.1 Disc 997-98 54 54 38	5 41 35 28 59 73 62 43 43.4 trict Coun 1998-99 55 63 43	1999-00 6 38 46 31 56 66 52 43.3 tts 1999-00 70 63 38	3 39 48 32 44 68 53 56 43.6	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8% 8.4%	1997-98  1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3% 11.1%  Distr 1997-98  15.5% 10.9%	1998-99  1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9% 12.4%  rict Percent 1998-99  15.0% 17.2% 11.7%	1999-00  1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 14.8%  ages 1999-00  18.5% 16.6% 10.0%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5% 16.3%  2000-01 16.6% 15.5% 12.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 44 25 44 71 66 53 28 42.5 1996-97 1 61 52 36 43	997-98 4 37 30 36 69 59 61 37 43.1 Dist 997-98 54 54 38 38	5 41 35 28 59 73 62 43 43.4  trict Coun 1998-99 55 63 43 28	1999-00 6 38 46 31 56 66 52 43.3 tts 1999-00 6 63 38 33	3 39 48 32 44 68 53 56 43.6 2000-01 62 58 48 36	1.2% 13.1% 7.5% 13.1% 21.2% 19.7% 15.8% 8.4%	1997-98  1.2% 11.1% 9.0% 10.8% 20.7% 17.7% 18.3% 11.1%  Distr 1997-98  15.5% 15.5% 10.9% 10.9%	1998-99  1.4% 11.8% 10.1% 8.1% 17.1% 21.1% 17.9% 12.4%  rict Percent 1998-99  15.0% 17.2% 11.7% 7.6%	1999-00  1.7% 10.8% 13.1% 8.8% 16.0% 18.8% 16.0% 14.8%  14.8%  1999-00  18.5% 16.6% 10.0% 8.7%	0.9% 11.4% 14.0% 9.3% 12.8% 19.8% 15.5% 16.3%  2000-01  16.6% 15.5% 12.8% 9.6%

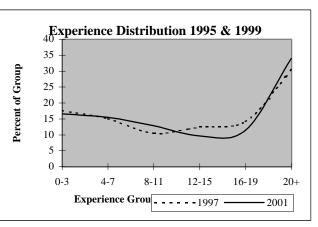
	District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00 2	2000-01	199	6-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	19	16	28	29	-		4.8%	4.0%	6.7%	6.7%	-	
Attrition from Transfers	5	1	3	1	-		1.3%	0.3%	0.7%	0.2%	-	
Attrition from Exits	14	15	25	28	-		3.5%	3.8%	6.0%	6.5%	-	
Teacher Attrition	18	11	24	23	-		5.2%	3.2%	6.5%	6.1%	-	
Attrition from Transfers	5	1	3	1	-		1.4%	0.3%	0.8%	0.3%	-	
Attrition from Exits	13	10	21	22	-		3.8%	2.9%	5.7%	5.8%	-	
District Retention												
<b>Educator Retention</b>	377	384	387	401	-	9	95.2%	96.0%	93.3%	93.3%	-	
Teacher Retention	328	338	343	356	-	9	94.8%	96.8%	93.5%	93.9%	-	

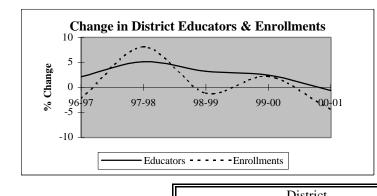
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	87.0%	5.2%	7.8%
1 Year of Experience	90.7%	1.3%	8.0%
2 Years of Experience	86.3%	1.4%	12.3%
3 Years of Experience	90.0%	1.3%	8.8%
4 Years of Experience	95.5%	0.0%	4.5%
5 Years of Experience	93.8%	0.0%	6.3%

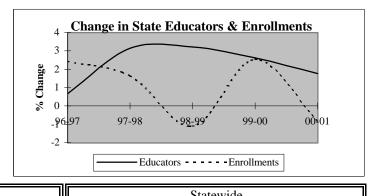
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	7.4%	9.0%	12.4%	16.7%	17.8%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	4.4%	5.7%	9.2%	9.4%	9.0%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	1.0%	1.3%	1.0%	0.7%	0.9%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	93.4%	94.3%	92.3%	90.2%	93.9%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	5.6%	4.5%	6.7%	9.1%	5.2%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			Statewide							
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01			
Supply & Demand Indicator	Supply & Demand Indicators												
Student to Educator Ratio	15.9	16.4	15.7	15.6	15.0	16.4	16.2	15.5	15.5	15.1			
Student to Teacher Ratio	18.2	18.8	17.9	17.8	17.1	19.2	18.8	18.1	18.0	17.6			
Change in Educators	99	243	159	125	-35	-	-	-	-	-			
% Change in Educators	2.1%	5.1%	3.2%	2.4%	-0.7%	0.7%	3.1%	3.2%	2.6%	1.8%			
Change in Enrollments	-1,736	6,102	-937	1,771	-3,652	-	-	-	-	-			
% Change in Enrollment	-2.2%	8.1%	-1.1%	2.2%	-4.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%			
Workforce													
% Part-Time	1.1%	1.2%	1.3%	1.3%	6.5%	0.7%	0.7%	0.7%	0.7%	6.9%			
% Administrative Staff	4.1%	3.8%	3.8%	3.8%	3.6%	4.5%	4.5%	4.4%	4.4%	4.3%			
% Professional Staff	8.7%	9.0%	8.5%	8.5%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%			
% Minority	23.4%	23.7%	24.5%	25.1%	26.5%	12.1%	12.3%	12.4%	12.6%	12.8%			
% Minority in Admin.	35.1%	35.8%	35.6%	38.3%	41.1%	16.8%	17.2%	16.7%	17.1%	17.7%			
% Female in Admin.	52.8%	53.4%	55.4%	57.0%	58.2%	36.3%	37.4%	38.6%	40.6%	41.5%			
Teachers													
Average Age	44.5	44.6	44.7	45.0	45.1	43.3	43.5	43.6	43.7	43.9			
Average Experience	14.5	13.8	13.5	13.3	13.2	13.8	13.7	13.7	13.4	13.3			
Average Salary	38,087	38,920	40,050	41,455	40,899	33,907	34,370	35,839	36,884	36,619			
% Minority Teachers	22.9%	23.2%	24.0%	24.3%	25.6%	12.0%	12.1%	12.3%	12.5%	12.6%			
% Female Teachers	78.6%	78.0%	77.4%	77.9%	77.5%	79.2%	79.4%	79.4%	79.4%	79.6%			
% Special Ed. Teachers	14.2%	13.3%	13.5%	13.0%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%			
Enrollment													
% Minority	48.9%	na	51.7%	53.8%	55.6%	26.0%	na	26.5%	27.3%	27.7%			
% Special Education	2.7%	1.8%	3.0%	2.8%	3.0%	1.7%	1.6%	1.8%	1.8%	1.8%			
-													

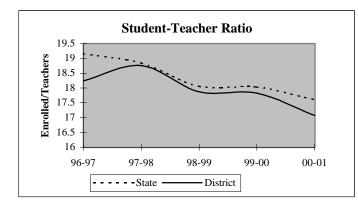
	District Counts						District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	4,751	4,994	5,153	5,278	5,243		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	4,305	4,333	4,574	4,621	4,632		90.6%	86.8%	88.8%	87.6%	88.3%
Newly Hired	446	661	579	657	611		9.4%	13.2%	11.2%	12.4%	11.7%
Transfers In	32	54	31	45	44		7.2%	8.2%	5.4%	6.8%	7.2%
Reentrants	206	247	214	267	223		46.2%	37.4%	37.0%	40.6%	36.5%
First Time Educators	208	360	334	345	344		46.6%	54.5%	57.7%	52.5%	56.3%
Total Exiting Next Year	418	420	532	646	-		8.8%	8.4%	10.3%	12.2%	-
Transfers Out	42	50	64	81	=		10.0%	11.9%	12.0%	12.5%	=
Leave Tennessee Educ.	376	370	468	565	-		90.0%	88.1%	88.0%	87.5%	-

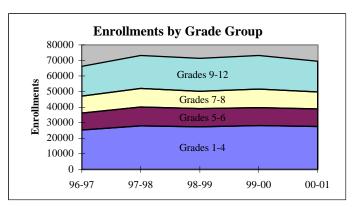
Dynamics Rates	District Rates								
District Attrition	8.8%	8.4%	10.3%	12.2%	-				
Transfers In/Out	0.76	1.08	0.48	0.56	-				

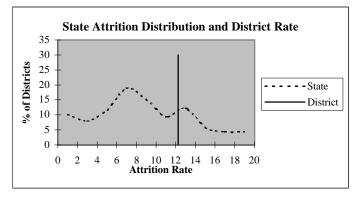
## District Report for: DAVIDSON COUNTY

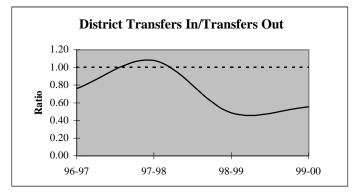
		Dist	rict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	4,751	4,994	5,153	5,278	5,243	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	195	191	195	200	189	4.1%	3.8%	3.8%	3.8%	3.6%	
Professional Staff	412	448	438	448	433	8.7%	9.0%	8.5%	8.5%	8.3%	
Total Teachers	4,144	4,355	4,520	4,630	4,621	87.2%	87.2%	87.7%	87.7%	88.1%	
Special Education	590	579	611	604	645	14.2%	13.3%	13.5%	13.0%	14.0%	
Pre-K & Kindergarten	366	356	365	387	385	8.8%	8.2%	8.1%	8.4%	8.3%	
Elementary (1-4)	1,357	1,595	1,684	1,755	1,705	32.7%	36.6%	37.3%	37.9%	36.9%	
Middle School (5-6)	395	404	427	457	467	9.5%	9.3%	9.4%	9.9%	10.1%	
Jr. High (7-8)	527	532	519	468	424	12.7%	12.2%	11.5%	10.1%	9.2%	
High School (9-12)	909	889	914	959	995	21.9%	20.4%	20.2%	20.7%	21.5%	
Business	13	16	18	21	20	1.4%	1.8%	2.0%	2.2%	2.0%	
Language Arts	130	122	127	129	125	14.3%	13.7%	13.9%	13.5%	12.6%	
Social Studies	99	88	96	89	84	10.9%	9.9%	10.5%	9.3%	8.4%	
Foreign Language	65	49	58	66	62	7.2%	5.5%	6.3%	6.9%	6.2%	
Mathematics	109	94	110	115	111	12.0%	10.6%	12.0%	12.0%	11.2%	
Science	103	93	100	107	100	11.3%	10.5%	10.9%	11.2%	10.1%	
Vocational Education	136	134	130	130	122	15.0%	15.1%	14.2%	13.6%	12.3%	
Other High School	254	293	275	302	371	27.9%	33.0%	30.1%	31.5%	37.3%	

Total Enrollments	75,585	81,687	80,750	82,521	78,869	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	6,971	7,040	6,909	7,095	6,963	9.2%	8.6%	8.6%	8.6%	8.8%
Grades 1-4	25,276	28,001	27,406	28,114	27,502	33.4%	34.3%	33.9%	34.1%	34.9%
Grades 5-6	11,018	12,055	11,675	11,673	11,389	14.6%	14.8%	14.5%	14.1%	14.4%
Grades 7-8	10,849	11,982	11,103	11,900	10,795	14.4%	14.7%	13.7%	14.4%	13.7%
Grades 9-12	19,089	21,144	21,207	21,451	19,888	25.3%	25.9%	26.3%	26.0%	25.2%
Ungraded	2,382	1,465	2,450	2,288	2,332	3.2%	1.8%	3.0%	2.8%	3.0%









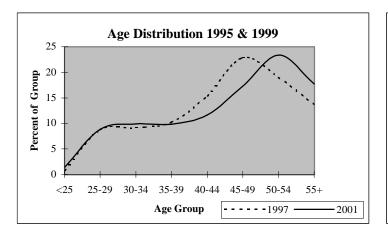
		Di	strict Cou	nts		District Percentages					
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender	<u> </u>										
Administrative	191	187	191	196	185	4.2%	4.0%	4.0%	4.0%	3.8%	
White - Females	60	58	61	62	56	31.4%	31.0%	31.9%	31.6%	30.3%	
White - Males	64	62	62	59	53	33.5%	33.2%	32.5%	30.1%	28.6%	
Black - Females	42	43	45	49	52	22.0%	23.0%	23.6%	25.0%	28.1%	
Black - Males	25	24	22	24	23	13.1%	12.8%	11.5%	12.2%	12.4%	
Other - Females	0	0	1	2	1	0.0%	0.0%	0.5%	1.0%	0.5%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	387	417	404	412	395		8.9%	8.5%	8.5%	8.2%	
White - Females	247	264	250	249	233	63.8%	63.3%	61.9%	60.4%	59.0%	
White - Males	56	54	53	50	47	14.5%	12.9%	13.1%	12.1%	11.9%	
Black - Females	78	89	91	100	104	20.2%	21.3%	22.5%	24.3%	26.3%	
Black - Males	5	8	7	9	7	1.3%	1.9%	1.7%	2.2%	1.8%	
Other - Females	1	1	2	3	3	0.3%	0.2%	0.5%	0.7%	0.8%	
Other - Males	0	1	1	1	1	0.0%	0.2%	0.2%	0.2%	0.3%	
Teachers	3,923	4,062	4,171	4,247	4,233	87.2%	87.1%	87.5%	87.5%	87.9%	
White - Females	2,390	2,482	2,512	2,579	2,512	60.9%	61.1%	60.2%	60.7%	59.3%	
White - Males	633	639	659	638	636	16.1%	15.7%	15.8%	15.0%	15.0%	
Black - Females	709	724	761	777	814	18.1%	17.8%	18.2%	18.3%	19.2%	
Black - Males	165	189	206	219	229	4.2%	4.7%	4.9%	5.2%	5.4%	
Other - Females	19	21	26	28	35	0.5%	0.5%	0.6%	0.7%	0.8%	
Other - Males	7	7	7	6	7	0.2%	0.2%	0.2%	0.1%	0.2%	
Outer Hames	•	•	,	Ü	•	0.270	0.270	0.2,0	0.170	0.270	
						_					
Age Distribution			strict Cou				Distr	ict Percenta	iges		
Teachers by Age Group	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	30	36	32	36	46	0.8%	1.0%	0.9%	1.0%	1.4%	
25-29	312	298	324	311	300	8.7%	8.4%	9.1%	8.9%	8.8%	
30-34	329	346	352	352	336	9.2%	9.7%	9.8%	10.0%	9.9%	
35-39	367	388	391	343	334	10.2%	10.9%	10.9%	9.8%	9.8%	
40-45	554	472	450	434	396	15.4%	13.3%	12.6%	12.4%	11.7%	
45-49	822	771	719	653	587	22.9%	21.7%	20.1%	18.6%	17.3%	
50-54	685	707	755	832	793	19.1%	19.9%	21.1%	23.7%	23.4%	
55+	494	535	556	550	601	13.7%	15.1%	15.5%	15.7%	17.7%	
Average Age	44.5	44.6	44.7	45.0	45.1						
						-					
Experience Distribution			strict Cou			District Percentages					
Teachers by Experience	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
0-3 Years	667	873	1,015	1,159	1,189	16.1%	20.0%	22.5%	25.0%	25.7%	
4-7 Years	581	654	674	625	601	14.0%	15.0%	14.9%	13.5%	13.0%	
8-11 Years	521	489	457	464	502	12.6%	11.2%	10.1%	10.0%	10.9%	
12-15 Years	503	515	522	515	475	12.1%	11.8%	11.5%	11.1%	10.3%	
16-19 Years	446	415	414	415	457	10.8%	9.5%	9.2%	9.0%	9.9%	
20+ Years	1,426	1,409	1,438	1,450	1,395	34.4%	32.4%	31.8%	31.3%	30.2%	
Average Experience	14.5	13.8	13.5	13.3	13.2						

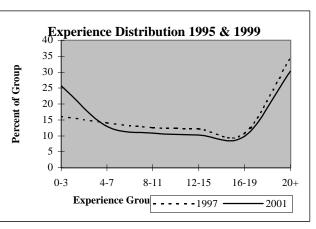
		Dis	trict Cou	nts			es			
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	418	420	532	646	-	8.8%	8.4%	10.3%	12.2%	=
Attrition from Transfers	42	50	64	81	-	0.9%	1.0%	1.2%	1.5%	-
Attrition from Exits	376	370	468	565	-	7.9%	7.4%	9.1%	10.7%	=
Teacher Attrition	372	379	478	580	-	9.0%	8.7%	10.6%	12.5%	=
Attrition from Transfers	38	46	58	74	-	0.9%	1.1%	1.3%	1.6%	-
Attrition from Exits	334	333	420	506	-	8.1%	7.6%	9.3%	10.9%	-
District Retention										
<b>Educator Retention</b>	4,333	4,574	4,621	4,632	-	91.2%	91.6%	89.7%	87.8%	-
Teacher Retention	3,772	3,976	4,042	4,050	-	91.0%	91.3%	89.4%	87.5%	-
	G				<b>7</b>					i

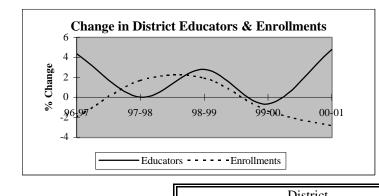
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	81.2%	2.2%	16.7%					
1 Year of Experience	82.8%	2.2%	14.9%					
2 Years of Experience	84.4%	2.5%	13.1%					
3 Years of Experience	85.7%	2.7%	11.6%					
4 Years of Experience	86.7%	1.8%	11.6%					
5 Years of Experience	85.9%	2.5%	11.6%					

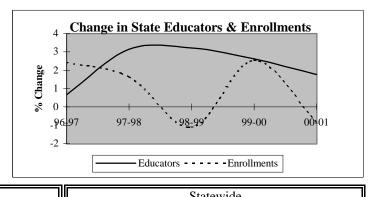
Statewide Rates											
Retained	Transfer	Attrition									
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	7.7%	12.8%	17.0%	19.3%	19.2%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	4.0%	7.4%	9.7%	8.5%	8.1%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	1.3%	1.1%	1.0%	1.3%	1.6%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	89.3%	86.3%	88.2%	86.3%	87.0%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.3%	0.2%	0.0%	0.4%	0.3%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	9.1%	12.5%	10.8%	12.0%	11.1%		8.6%	9.3%	9.4%	11.0%	10.3%		









	District							Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	12.9	13.1	13.0	12.9	12.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.4	15.4	15.2	15.5	14.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	6	0	4	-1	7	-	-	-	-	-
% Change in Educators	4.4%	0.0%	2.8%	-0.7%	4.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-37	31	36	-26	-54	-	-	-	-	-
% Change in Enrollment	-2.0%	1.7%	1.9%	-1.4%	-2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.4%	1.4%	0.7%	1.4%	3.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	3.5%	3.4%	4.1%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.2%	11.2%	10.9%	12.3%	11.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.5%	1.4%	1.4%	2.2%	2.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	14.3%	40.0%	40.0%	33.3%	12.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.5	43.0	43.4	44.7	45.2	43.3	43.5	43.6	43.7	43.9
Average Experience	13.3	13.4	13.8	14.0	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	29,565	30,069	31,692	32,464	32,373	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.8%	1.7%	1.7%	2.7%	2.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	67.5%	68.9%	69.8%	68.0%	68.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.5%	12.3%	13.5%	11.5%	11.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	5.0%	na	6.1%	6.5%	7.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.1%	0.7%	1.3%	0.6%	0.4%	1.7%	1.6%	1.8%	1.8%	1.8%

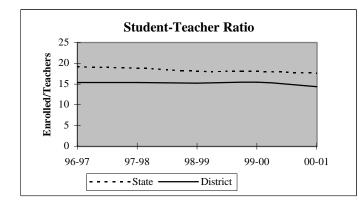
		Dis	strict Cour	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	143	143	147	146	153		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	130	128	137	131	143		90.9%	89.5%	93.2%	89.7%	93.5%
Newly Hired	13	15	10	15	10		9.1%	10.5%	6.8%	10.3%	6.5%
Transfers In	0	5	3	2	2	_	0.0%	33.3%	30.0%	13.3%	20.0%
Reentrants	6	1	2	6	3		46.2%	6.7%	20.0%	40.0%	30.0%
First Time Educators	7	9	5	7	5		53.8%	60.0%	50.0%	46.7%	50.0%
Total Exiting Next Year	15	6	16	3	-	I	10.5%	4.2%	10.9%	2.1%	-
Transfers Out	6	2	5	0	-		40.0%	33.3%	31.3%	0.0%	-
Leave Tennessee Educ.	9	4	11	3	-		60.0%	66.7%	68.8%	100.0%	-

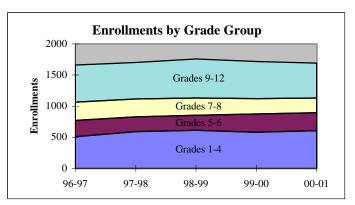
Dynamics Rates	District Rates									
District Attrition	10.5%	4.2%	10.9%	2.1%	-					
Transfers In/Out	0.00	2.50	0.60	nc	-					

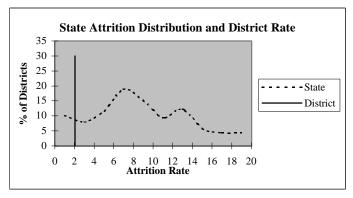
## District Report for: DECATUR COUNTY

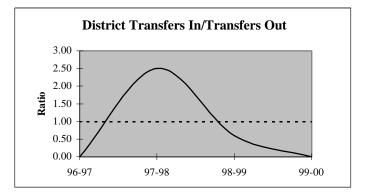
		Dist	rict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	143	143	147	146	153	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	7	5	5	6	8	4.9%	3.5%	3.4%	4.1%	5.2%	
Professional Staff	16	16	16	18	17	11.2%	11.2%	10.9%	12.3%	11.1%	
Total Teachers	120	122	126	122	128	83.9%	85.3%	85.7%	83.6%	83.7%	
Special Education	15	15	17	14	15	12.5%	12.3%	13.5%	11.5%	11.7%	
Pre-K & Kindergarten	5	5	5	10	8	4.2%	4.1%	4.0%	8.2%	6.3%	
Elementary (1-4)	42	44	46	41	42	35.0%	36.1%	36.5%	33.6%	32.8%	
Middle School (5-6)	12	13	11	12	13	10.0%	10.7%	8.7%	9.8%	10.2%	
Jr. High (7-8)	15	10	11	10	12	12.5%	8.2%	8.7%	8.2%	9.4%	
High School (9-12)	31	35	36	35	38	25.8%	28.7%	28.6%	28.7%	29.7%	
Business	0	1	1	1	1	0.0%	2.9%	2.8%	2.9%	2.6%	
Language Arts	3	4	4	6	6	9.7%	11.4%	11.1%	17.1%	15.8%	
Social Studies	4	4	4	4	4	12.9%	11.4%	11.1%	11.4%	10.5%	
Foreign Language	1	1	1	0	0	3.2%	2.9%	2.8%	0.0%	0.0%	
Mathematics	4	5	4	3	4	12.9%	14.3%	11.1%	8.6%	10.5%	
Science	2	3	3	2	3	6.5%	8.6%	8.3%	5.7%	7.9%	
Vocational Education	10	10	11	13	13	32.3%	28.6%	30.6%	37.1%	34.2%	
Other High School	7	7	8	6	7	22.6%	20.0%	22.2%	17.1%	18.4%	
Total Enrollments	1 8/16	1 877	1 913	1 887	1 833	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	1,846	1,877	1,913	1,887	1,833	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	165	162	144	161	131	8.9%	8.6%	7.5%	8.5%	7.1%
Grades 1-4	510	591	613	583	605	27.6%	31.5%	32.0%	30.9%	33.0%
Grades 5-6	260	237	238	293	292	14.1%	12.6%	12.4%	15.5%	15.9%
Grades 7-8	293	290	281	245	235	15.9%	15.5%	14.7%	13.0%	12.8%
Grades 9-12	596	584	626	594	562	32.3%	31.1%	32.7%	31.5%	30.7%
Ungraded	22	13	11	11	8	1.2%	0.7%	0.6%	0.6%	0.4%









District Percentages

District Counts

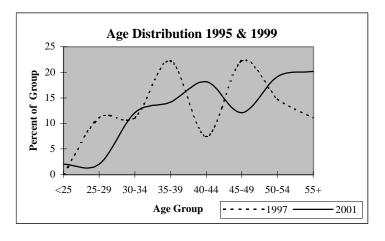
			rict Count				Distr	ict Percent	ages	
Profile by	1996-97	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	7	5	5	6	8	5.1%	3.6%	3.5%	4.4%	5.6%
White - Females	1	2	2	2	1	14.3%	40.0%	40.0%	33.3%	12.5%
White - Males	6	3	3	4	7	85.7%	60.0%	60.0%	66.7%	87.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	16	16	18	16	11.7%	11.5%	11.3%	13.2%	11.3%
White - Females	14	14	14	15	15	87.5%	87.5%	87.5%	83.3%	93.8%
White - Males	2	2	2	3	1	12.5%	12.5%	12.5%	16.7%	6.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	114	118	120	112	118	83.2%	84.9%	85.1%	82.4%	83.1%
White - Females	75	79	82	76	80	65.8%	66.9%	68.3%	67.9%	67.8%
White - Males	37	37	36	33	35	32.5%	31.4%	30.0%	29.5%	29.7%
Black - Females	2	2	2	2	2	1.8%	1.7%	1.7%	1.8%	1.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.9%	0.8%
Age Distribution		Dist	rict Count	S			Distr	ict Percenta	ages	
Teachers by Age Group	1996-97 1		998-99 1		2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	2	2	0	2	0.0%	1.9%	1.9%	0.0%	2.0%
25-29	12	10	10	6	2	11.1%	9.4%	9.3%	6.3%	2.0%
30-34	12	12	13	12	12	11.1%	11.3%	12.1%	12.5%	12.1%
35-39	24	16	14	15	14	22.2%	15.1%	13.1%	15.6%	14.1%
40-45	8	15	14	13	18	7.4%	14.2%	13.1%	13.5%	18.2%
45-49	24	22	17	13	12	22.2%	20.8%	15.9%	13.5%	12.1%
50-54	16	17	24	20	19	14.8%	16.0%	22.4%	20.8%	19.2%
55+	12	12	13	17	20	11.1%	11.3%	12.1%	17.7%	20.2%
Average Age	42.5	43.0	43.4	44.7	45.2					
Eumonianas Distribution		Dis-	mint Carret		<del></del> 1		D'	at Dames of	2000	
Experience Distribution	1006.07		rict Count		2000 01	1006.07		ict Percent		2000 01
Teachers by Experience	1996-97 1	997-98 1	998-99 1	999-00 2			1997-98	1998-99	1999-00	2000-01
Teachers by Experience 0-3 Years	21	997-98 1	998-99 1	999-00 2	23	17.5%	1997-98 19.7%	1998-99 19.0%	1999-00 17.2%	18.0%
Teachers by Experience 0-3 Years 4-7 Years	21 17	997-98 1 24 18	998-99 1 24 18	999-00 2 21 22	23 19	17.5% 14.2%	1997-98 19.7% 14.8%	1998-99 19.0% 14.3%	1999-00 17.2% 18.0%	18.0% 14.8%
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	21 17 18	997-98 1 24 18 12	998-99 1 24 18 13	999-00 2 21 22 14	23 19 15	17.5% 14.2% 15.0%	1997-98 19.7% 14.8% 9.8%	1998-99 19.0% 14.3% 10.3%	1999-00 17.2% 18.0% 11.5%	18.0% 14.8% 11.7%
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	21 17 18 17	997-98 1 24 18 12 21	998-99 1 24 18 13 19	999-00 2 21 22 14 12	23 19 15 16	17.5% 14.2% 15.0% 14.2%	1997-98 19.7% 14.8% 9.8% 17.2%	1998-99 19.0% 14.3% 10.3% 15.1%	1999-00 17.2% 18.0% 11.5% 9.8%	18.0% 14.8% 11.7% 12.5%
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	21 17 18 17 13	997-98 1 24 18 12 21 10	998-99 1 24 18 13 19 14	999-00 2 21 22 14 12 16	23 19 15 16 15	17.5% 14.2% 15.0% 14.2% 10.8%	1997-98 19.7% 14.8% 9.8% 17.2% 8.2%	1998-99 19.0% 14.3% 10.3% 15.1% 11.1%	1999-00 17.2% 18.0% 11.5% 9.8% 13.1%	18.0% 14.8% 11.7% 12.5% 11.7%
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	21 17 18 17	997-98 1 24 18 12 21	998-99 1 24 18 13 19	999-00 2 21 22 14 12	23 19 15 16	17.5% 14.2% 15.0% 14.2%	1997-98 19.7% 14.8% 9.8% 17.2%	1998-99 19.0% 14.3% 10.3% 15.1%	1999-00 17.2% 18.0% 11.5% 9.8%	18.0% 14.8% 11.7% 12.5%

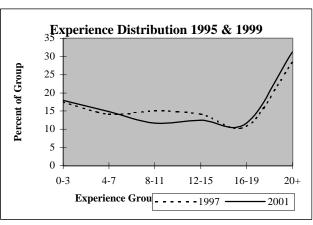
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	15	6	16	3	-	Ï	10.5%	4.2%	10.9%	2.1%	-		
Attrition from Transfers	6	2	5	0	-		4.2%	1.4%	3.4%	0.0%	-		
Attrition from Exits	9	4	11	3	-		6.3%	2.8%	7.5%	2.1%	-		
Teacher Attrition	13	6	14	2	-		10.8%	4.9%	11.1%	1.6%	-		
Attrition from Transfers	5	2	5	0	-		4.2%	1.6%	4.0%	0.0%	-		
Attrition from Exits	8	4	9	2	-		6.7%	3.3%	7.1%	1.6%	-		
District Retention													
<b>Educator Retention</b>	128	137	131	143	-		89.5%	95.8%	89.1%	97.9%	-		
Teacher Retention	107	116	112	120	=		89.2%	95.1%	88.9%	98.4%	-		

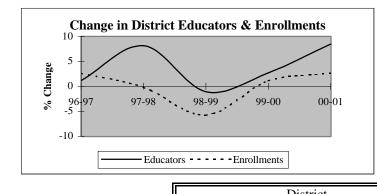
Teacher Retention	Di	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	82.1%	10.3%	7.7%				
1 Year of Experience	85.7%	0.0%	14.3%				
2 Years of Experience	100.0%	0.0%	0.0%				
3 Years of Experience	96.3%	0.0%	3.7%				
4 Years of Experience	81.5%	3.7%	14.8%				
5 Years of Experience	80.8%	3.8%	15.4%				

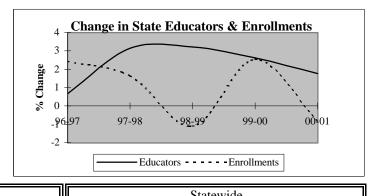
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	9.9%	13.9%	14.8%	16.3%	17.0%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	6.0%	9.6%	9.7%	8.2%	7.2%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	1.4%	0.7%	2.7%	1.4%	2.6%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	89.5%	92.3%	92.5%	89.0%	92.2%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	9.1%	7.0%	4.8%	9.6%	5.2%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			<u>Statewide</u>					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	16.9	15.6	14.9	14.7	13.9	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	20.0	18.4	17.6	17.2	16.3	19.2	18.8	18.1	18.0	17.6	
Change in Educators	2	14	-2	5	16	-	-	-	-	-	
% Change in Educators	1.2%	8.1%	-1.1%	2.7%	8.5%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	74	-5	-167	30	73	-	-	-	-	-	
% Change in Enrollment:	2.6%	-0.2%	-5.7%	1.1%	2.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	0.0%	8.3%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.7%	4.3%	4.3%	4.2%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.5%	10.8%	10.9%	10.6%	10.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.0%	0.6%	1.1%	1.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	25.0%	25.0%	25.0%	37.5%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.2	41.2	42.0	41.9	41.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.1	13.0	13.4	13.2	12.6	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,127	29,446	30,858	31,714	30,581	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.7%	1.3%	1.2%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	76.7%	77.2%	78.8%	78.9%	80.0%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.3%	9.5%	9.6%	10.6%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	3.2%	na	3.4%	4.2%	4.3%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.8%	0.4%	0.1%	0.6%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%	

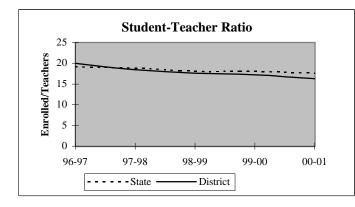
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	172	186	184	189	205		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	153	162	169	162	172		89.0%	87.1%	91.8%	85.7%	83.9%	
Newly Hired	19	24	15	27	33		11.0%	12.9%	8.2%	14.3%	16.1%	
Transfers In	6	6	4	4	2		31.6%	25.0%	26.7%	14.8%	6.1%	
Reentrants	0	9	6	6	13		0.0%	37.5%	40.0%	22.2%	39.4%	
First Time Educators	13	9	5	17	18		68.4%	37.5%	33.3%	63.0%	54.5%	
Total Exiting Next Year	10	17	22	17	-	I	5.8%	9.1%	12.0%	9.0%	-	
Transfers Out	6	7	11	4	-		60.0%	41.2%	50.0%	23.5%	-	
Leave Tennessee Educ.	4	10	11	13	-		40.0%	58.8%	50.0%	76.5%	-	

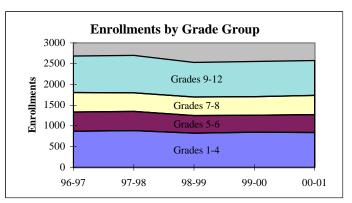
Dynamics Rates	District Rates								
District Attrition	5.8%	9.1%	12.0%	9.0%	-				
Transfers In/Out	1.00	0.86	0.36	1.00	-				

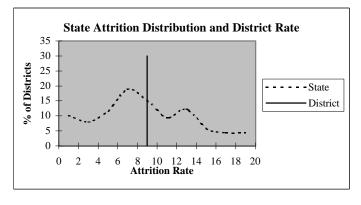
## District Report for: DEKALB COUNTY

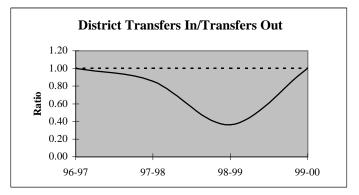
		District Counts					District Percentages					
Profile by Position	1996-97	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	172	186	184	189	205	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	8	8	8	8	8	4.7%	4.3%	4.3%	4.2%	3.9%		
Professional Staff	18	20	20	20	22	10.5%	10.8%	10.9%	10.6%	10.7%		
Total Teachers	146	158	156	161	175	84.9%	84.9%	84.8%	85.2%	85.4%		
Special Education	15	15	15	17	20	10.3%	9.5%	9.6%	10.6%	11.4%		
Pre-K & Kindergarten	9	9	9	9	13	6.2%	5.7%	5.8%	5.6%	7.4%		
Elementary (1-4)	53	59	59	63	66	36.3%	37.3%	37.8%	39.1%	37.7%		
Middle School (5-6)	15	17	16	16	16	10.3%	10.8%	10.3%	9.9%	9.1%		
Jr. High (7-8)	16	16	16	16	19	11.0%	10.1%	10.3%	9.9%	10.9%		
High School (9-12)	38	42	41	40	41	26.0%	26.6%	26.3%	24.8%	23.4%		
Business	3	3	3	3	3	7.9%	7.1%	7.3%	7.5%	7.3%		
Language Arts	5	5	5	5	6	13.2%	11.9%	12.2%	12.5%	14.6%		
Social Studies	5	5	6	4	3	13.2%	11.9%	14.6%	10.0%	7.3%		
Foreign Language	2	2	2	2	1	5.3%	4.8%	4.9%	5.0%	2.4%		
Mathematics	4	4	4	5	5	10.5%	9.5%	9.8%	12.5%	12.2%		
Science	2	3	4	4	4	5.3%	7.1%	9.8%	10.0%	9.8%		
Vocational Education	8	10	10	9	9	21.1%	23.8%	24.4%	22.5%	22.0%		
Other High School	9	10	7	8	10	23.7%	23.8%	17.1%	20.0%	24.4%		
Total Enrollments	2,914	2,909	2,742	2,772	2,845	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	2,914	2,909	2,742	2,772	2,845	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	206	199	202	201	237	7.1%	6.8%	7.4%	7.3%	8.3%
Grades 1-4	872	890	829	848	844	29.9%	30.6%	30.2%	30.6%	29.7%
Grades 5-6	466	459	419	410	427	16.0%	15.8%	15.3%	14.8%	15.0%
Grades 7-8	464	445	451	445	461	15.9%	15.3%	16.4%	16.1%	16.2%
Grades 9-12	880	905	828	851	845	30.2%	31.1%	30.2%	30.7%	29.7%
Ungraded	26	11	13	17	31	0.9%	0.4%	0.5%	0.6%	1.1%









		Distr	ict Count	S		District Percentages				
Profile by	1996-97 1				000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u>.                                    </u>	II.		4	
Administrative	8	8	8	8	8	4.7%	4.5%	4.5%	4.4%	4.1%
White - Females	2	2	2	3	2	25.0%	25.0%	25.0%	37.5%	25.0%
White - Males	6	6	6	5	6	75.0%	75.0%	75.0%	62.5%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	20	20	20	21	10.7%	11.2%	11.2%	10.9%	10.7%
White - Females	16	17	16	15	15	88.9%	85.0%	80.0%	75.0%	71.4%
White - Males	2	3	4	5	6	11.1%	15.0%	20.0%	25.0%	28.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	143	151	150	155	167	84.6%	84.4%	84.3%	84.7%	85.2%
White - Females	109	118	119	124	136	76.2%	78.1%	79.3%	80.0%	81.4%
White - Males	34	33	30	29	29	23.8%	21.9%	20.0%	18.7%	17.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	1	2	2	0.0%	0.0%	0.7%	1.3%	1.2%
Age Distribution	Ĭ <del>-</del>	Dietr	rict Count	c	<del></del> 1		Dietr	ict Percenta	2000	1
Teachers by Age Group	1996-97 1			999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	5	3	7	9	4.3%	3.5%	2.1%	4.8%	5.8%
25-29	24	26	20	20	26	4.5% 17.4%	18.3%	14.0%	13.8%	16.9%
30-34	14	20 19	20	20 17	18	10.1%	13.4%	14.0%	11.7%	11.7%
35-39	12	12	18	20	17	8.7%	8.5%	12.6%	13.8%	11.0%
40-45		12	10	20						11.070
45-49	25	20	17	16						9.7%
	25 23	20 22	17 27	16 23	15	18.1%	14.1%	11.9%	11.0%	9.7% 14.3%
	23	22	27	23	15 22	18.1% 16.7%	14.1% 15.5%	11.9% 18.9%	11.0% 15.9%	14.3%
50-54	23 20	22 23	27 19	23 20	15 22 23	18.1% 16.7% 14.5%	14.1% 15.5% 16.2%	11.9% 18.9% 13.3%	11.0% 15.9% 13.8%	14.3% 14.9%
50-54 55+	23 20 14	22 23 15	27 19 19	23 20 22	15 22 23 24	18.1% 16.7%	14.1% 15.5%	11.9% 18.9%	11.0% 15.9%	14.3%
50-54	23 20	22 23	27 19	23 20	15 22 23	18.1% 16.7% 14.5%	14.1% 15.5% 16.2%	11.9% 18.9% 13.3%	11.0% 15.9% 13.8%	14.3% 14.9%
50-54 55+	23 20 14	22 23 15	27 19 19	23 20 22	15 22 23 24	18.1% 16.7% 14.5%	14.1% 15.5% 16.2%	11.9% 18.9% 13.3%	11.0% 15.9% 13.8%	14.3% 14.9%
50-54 55+ Average Age	23 20 14	22 23 15 41.2	27 19 19 42.0	23 20 22 41.9	15 22 23 24 41.5	18.1% 16.7% 14.5% 10.1%	14.1% 15.5% 16.2% 10.6%	11.9% 18.9% 13.3% 13.3%	11.0% 15.9% 13.8% 15.2%	14.3% 14.9%
50-54 55+ Average Age Experience Distribution	23 20 14 41.2	22 23 15 41.2	27 19 19 42.0	23 20 22 41.9	15 22 23 24 41.5	18.1% 16.7% 14.5% 10.1%	14.1% 15.5% 16.2% 10.6%	11.9% 18.9% 13.3% 13.3%	11.0% 15.9% 13.8% 15.2%	14.3% 14.9% 15.6%
50-54 55+ Average Age  Experience Distribution Teachers by Experience	23 20 14 41.2	22 23 15 41.2 Distr	27 19 19 42.0 	23 20 22 41.9 s	15 22 23 24 41.5	18.1% 16.7% 14.5% 10.1%	14.1% 15.5% 16.2% 10.6% Distr	11.9% 18.9% 13.3% 13.3%	11.0% 15.9% 13.8% 15.2% ages	14.3% 14.9% 15.6% 2000-01
50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	23 20 14 41.2 1996-97 1 32	22 23 15 41.2 Distr 997-98 1	27 19 19 42.0 sict Count 998-99 1 32	23 20 22 41.9 8 999-00 2 38	15 22 23 24 41.5	18.1% 16.7% 14.5% 10.1% 1996-97 21.9%	14.1% 15.5% 16.2% 10.6% Distr 1997-98	11.9% 18.9% 13.3% 13.3% ict Percenta 1998-99	11.0% 15.9% 13.8% 15.2% 1999-00 23.6%	14.3% 14.9% 15.6% 2000-01 26.9%
50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	23 20 14 41.2 1996-97 1 32 21	22 23 15 41.2 Distr 997-98 1 38 27	27 19 19 42.0 vict Count 998-99 1 32 29	23 20 22 41.9 s 999-00 2 38 29	15 22 23 24 41.5 000-01 47 28	18.1% 16.7% 14.5% 10.1% 1996-97 21.9% 14.4%	14.1% 15.5% 16.2% 10.6% Distr 1997-98 24.1% 17.1%	11.9% 18.9% 13.3% 13.3% ict Percenta 1998-99 20.5% 18.6%	11.0% 15.9% 13.8% 15.2% 1999-00 23.6% 18.0%	14.3% 14.9% 15.6% 2000-01 26.9% 16.0%
50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	23 20 14 41.2 1996-97 1 32 21 15	22 23 15 41.2 Distr 997-98 1 38 27 15	27 19 19 42.0 Fict Count 998-99 1 32 29 18	23 20 22 41.9 s 999-00 2 38 29 14	15 22 23 24 41.5 000-01 47 28 19	18.1% 16.7% 14.5% 10.1% 1996-97 21.9% 14.4% 10.3%	14.1% 15.5% 16.2% 10.6% Distr 1997-98 24.1% 17.1% 9.5%	11.9% 18.9% 13.3% 13.3% 13.3% ict Percenta 1998-99 20.5% 18.6% 11.5%	11.0% 15.9% 13.8% 15.2% 1999-00 23.6% 18.0% 8.7%	14.3% 14.9% 15.6% 2000-01 26.9% 16.0% 10.9%
50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	23 20 14 41.2 1996-97 1 32 21 15 15	22 23 15 41.2 Distr 997-98 1 38 27 15 12	27 19 19 42.0 rict Count 998-99 1 32 29 18 13	23 20 22 41.9 s 999-00 2 38 29 14 14	15 22 23 24 41.5 000-01 47 28 19 13	18.1% 16.7% 14.5% 10.1% 1996-97 21.9% 14.4% 10.3% 10.3%	14.1% 15.5% 16.2% 10.6%  Distr 1997-98   24.1% 17.1% 9.5% 7.6%	11.9% 18.9% 13.3% 13.3% ict Percenta 1998-99 20.5% 18.6% 11.5% 8.3%	11.0% 15.9% 13.8% 15.2% 15.2% 23.6% 18.0% 8.7% 8.7%	14.3% 14.9% 15.6% 2000-01 26.9% 16.0% 10.9% 7.4%
50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	23 20 14 41.2 1996-97 1 32 21 15	22 23 15 41.2 Distr 997-98 1 38 27 15	27 19 19 42.0 Fict Count 998-99 1 32 29 18	23 20 22 41.9 s 999-00 2 38 29 14	15 22 23 24 41.5 000-01 47 28 19	18.1% 16.7% 14.5% 10.1% 1996-97 21.9% 14.4% 10.3%	14.1% 15.5% 16.2% 10.6% Distr 1997-98 24.1% 17.1% 9.5%	11.9% 18.9% 13.3% 13.3% 13.3% ict Percenta 1998-99 20.5% 18.6% 11.5%	11.0% 15.9% 13.8% 15.2% 1999-00 23.6% 18.0% 8.7%	14.3% 14.9% 15.6% 2000-01 26.9% 16.0% 10.9%

Average Experience

13.1

13.0

13.2

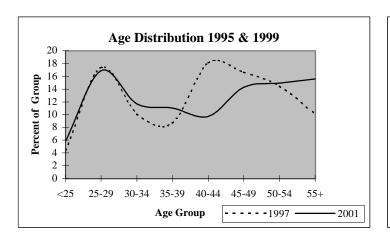
12.6

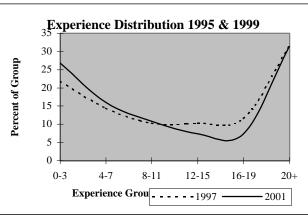
	District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	10	17	22	17	-	ľ	5.8%	9.1%	12.0%	9.0%	-	
Attrition from Transfers	6	7	11	4	-	_	3.5%	3.8%	6.0%	2.1%	-	
Attrition from Exits	4	10	11	13	-		2.3%	5.4%	6.0%	6.9%	-	
Teacher Attrition	10	13	18	13	=		6.8%	8.2%	11.5%	8.1%	-	
Attrition from Transfers	6	6	7	3	-		4.1%	3.8%	4.5%	1.9%	-	
Attrition from Exits	4	7	11	10	-		2.7%	4.4%	7.1%	6.2%	-	
District Retention												
<b>Educator Retention</b>	162	169	162	172	-		94.2%	90.9%	88.0%	91.0%	-	
Teacher Retention	136	145	138	148	-		93.2%	91.8%	88.5%	91.9%	-	

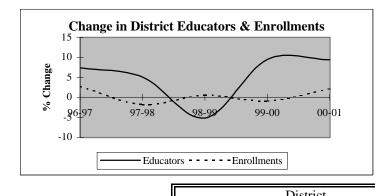
Teacher Retention	Di	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	85.7%	6.1%	8.2%
1 Year of Experience	75.6%	7.3%	17.1%
2 Years of Experience	91.4%	2.9%	5.7%
3 Years of Experience	84.1%	9.1%	6.8%
4 Years of Experience	85.7%	5.7%	8.6%
5 Years of Experience	88.2%	8.8%	2.9%

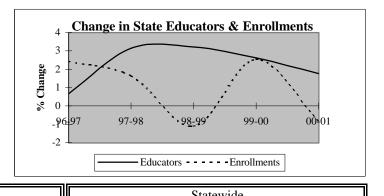
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	10.9%	16.1%	17.6%	21.6%	24.9%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	7.3%	9.9%	12.5%	8.9%	10.0%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	2.3%	1.1%	1.1%	1.1%	2.4%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	90.1%	89.2%	92.4%	86.8%	82.0%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.5%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	7.6%	9.7%	6.5%	12.2%	15.1%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	16.6	15.5	16.4	14.9	13.9	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.3	18.0	19.2	17.4	16.3	19.2	18.8	18.1	18.0	17.6	
Change in Educators	35	26	-28	48	52	-	-	-	-	-	
% Change in Educators	7.4%	5.1%	-5.2%	9.4%	9.4%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	229	-158	41	-77	174	-	-	-	-	-	
% Change in Enrollment	2.8%	-1.9%	0.5%	-0.9%	2.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.2%	0.4%	1.2%	1.4%	9.4%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.5%	4.7%	5.3%	5.0%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.6%	9.1%	9.3%	9.4%	9.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	3.3%	3.2%	3.1%	3.1%	3.1%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	8.7%	8.0%	3.7%	3.6%	3.3%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	39.1%	36.0%	51.9%	50.0%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.5	41.8	42.3	42.0	42.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.4	12.0	12.8	12.2	12.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,309	30,127	32,527	33,173	33,309	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	3.1%	3.0%	3.4%	3.3%	3.3%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	78.3%	78.8%	78.6%	77.3%	78.0%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	13.0%	12.6%	10.8%	12.0%	10.8%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	7.2%	na	7.3%	7.4%	7.8%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.0%	2.3%	1.8%	2.0%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%	

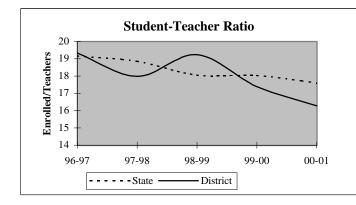
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	510	536	508	556	608	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	457	460	458	475	529		89.6%	85.8%	90.2%	85.4%	87.0%
Newly Hired	53	76	50	81	79		10.4%	14.2%	9.8%	14.6%	13.0%
Transfers In	10	14	7	9	15		18.9%	18.4%	14.0%	11.1%	19.0%
Reentrants	15	24	22	35	32		28.3%	31.6%	44.0%	43.2%	40.5%
First Time Educators	28	38	21	37	32		52.8%	50.0%	42.0%	45.7%	40.5%
Total Exiting Next Year	50	78	33	27	=		9.8%	14.6%	6.5%	4.9%	-
Transfers Out	13	17	4	7	-		26.0%	21.8%	12.1%	25.9%	-
Leave Tennessee Educ.	37	61	29	20	-		74.0%	78.2%	87.9%	74.1%	-

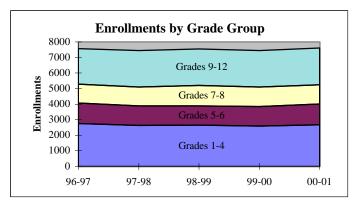
Dynamics Rates	District Rates									
District Attrition	9.8%	14.6%	6.5%	4.9%	-					
Transfers In/Out	0.77	0.82	1.75	1.29	-					

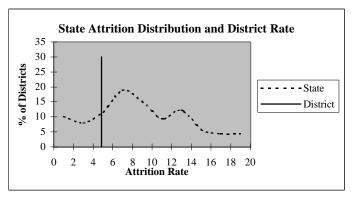
## District Report for: DICKSON COUNTY

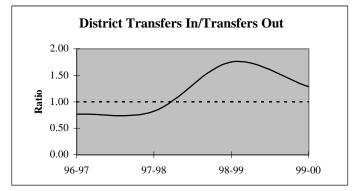
		Dist	rict Count	S			Distr	rict Percenta	ages	
Profile by Position	1996-97 1	997-98	1998-99	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	510	536	508	556	608	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	23	25	27	28	30	4.5%	4.7%	5.3%	5.0%	4.9%
Professional Staff	49	49	47	52	59	9.6%	9.1%	9.3%	9.4%	9.7%
Total Teachers	438	462	434	476	519	85.9%	86.2%	85.4%	85.6%	85.4%
Special Education	57	58	47	57	56	13.0%	12.6%	10.8%	12.0%	10.8%
Pre-K & Kindergarten	34	33	28	34	34	7.8%	7.1%	6.5%	7.1%	6.6%
Elementary (1-4)	135	145	143	149	170	30.8%	31.4%	32.9%	31.3%	32.8%
Middle School (5-6)	53	58	54	54	73	12.1%	12.6%	12.4%	11.3%	14.1%
Jr. High (7-8)	50	56	58	67	66	11.4%	12.1%	13.4%	14.1%	12.7%
High School (9-12)	109	112	104	115	120	24.9%	24.2%	24.0%	24.2%	23.1%
Business	5	5	5	9	9	4.6%	4.5%	4.8%	7.8%	7.5%
Language Arts	13	13	13	17	16	11.9%	11.6%	12.5%	14.8%	13.3%
Social Studies	12	9	7	12	12	11.0%	8.0%	6.7%	10.4%	10.0%
Foreign Language	8	5	4	4	6	7.3%	4.5%	3.8%	3.5%	5.0%
Mathematics	14	12	15	16	16	12.8%	10.7%	14.4%	13.9%	13.3%
Science	11	10	11	13	13	10.1%	8.9%	10.6%	11.3%	10.8%
Vocational Education	16	18	18	19	21	14.7%	16.1%	17.3%	16.5%	17.5%
Other High School	30	40	31	25	27	27.5%	35.7%	29.8%	21.7%	22.5%

Total Enrollments	8,469	8,311	8,352	8,275	8,449	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	706	672	613	671	681	8.3%	8.1%	7.3%	8.1%	8.1%
Grades 1-4	2,748	2,637	2,649	2,590	2,683	32.4%	31.7%	31.7%	31.3%	31.8%
Grades 5-6	1,326	1,248	1,238	1,262	1,318	15.7%	15.0%	14.8%	15.3%	15.6%
Grades 7-8	1,205	1,220	1,326	1,249	1,249	14.2%	14.7%	15.9%	15.1%	14.8%
Grades 9-12	2,282	2,340	2,338	2,336	2,349	26.9%	28.2%	28.0%	28.2%	27.8%
Ungraded	202	194	188	167	169	2.4%	2.3%	2.3%	2.0%	2.0%









		Dist	rict Coun	ts		District Percentages					
Profile by	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender						<u>  </u>			JI		
Administrative	23	25	27	28	30	4.7%	4.9%	5.6%	5.3%	5.2%	
White - Females	8	8	13	13	14	34.8%	32.0%	48.1%	46.4%	46.7%	
White - Males	13	15	13	14	15	56.5%	60.0%	48.1%	50.0%	50.0%	
Black - Females	1	1	1	1	1	4.3%	4.0%	3.7%	3.6%	3.3%	
Black - Males	1	1	0	0	0	4.3%	4.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	44	45	42	46	54	9.0%	8.9%	8.8%	8.8%	9.4%	
White - Females	37	39	37	41	49	84.1%	86.7%	88.1%	89.1%	90.7%	
White - Males	6	5	5	5	4	13.6%	11.1%	11.9%	10.9%	7.4%	
Black - Females	1	1	0	0	1	2.3%	2.2%	0.0%	0.0%	1.9%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	422	437	410	450	491	86.3%	86.2%	85.6%	85.9%	85.4%	
White - Females	321	335	312	336	372	76.1%	76.7%	76.1%	74.7%	75.8%	
White - Males	88	89	84	99	103	20.9%	20.4%	20.5%	22.0%	21.0%	
Black - Females	10	9	10	10	9	2.4%	2.1%	2.4%	2.2%	1.8%	
Black - Males	2	2	2	2	3	0.5%	0.5%	0.5%	0.4%	0.6%	
Other - Females	0	0	1	2	3	0.0%	0.0%	0.2%	0.4%	0.6%	
Other - Males	1	2	1	1	1	0.2%	0.5%	0.2%	0.2%	0.2%	
Age Distribution		Dist	rict Coun	ts			Distr	ict Percenta	ages		
Teachers by Age Group	1996-97 1			1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	6	9	8	8	8	1.5%	2.2%	2.1%	2.0%	1.9%	
25-29	47	43	38	49	52	11.9%	10.7%	9.8%	12.0%	12.1%	
30-34	49	55	53	64	64	12.4%	13.7%	13.7%	15.6%	14.8%	
35-39	61	50	49	52	40	15.5%	12.4%	12.7%	12.7%	9.3%	
40-45	71	73	58	51	65	18.0%	18.2%	15.0%	12.5%	15.1%	
45-49	84	77	77	73	78	21.3%	19.2%	19.9%	17.8%	18.1%	
50-54	48	65	69	76	71	12.2%	16.2%	17.9%	18.6%	16.5%	
55+	28	30	34	36	53	7.1%	7.5%	8.8%	8.8%	12.3%	
Average Age	41.5	41.8	42.3	42.0	42.5						
Experience Distribution	<u></u>		rict Coun					ict Percenta			
Teachers by Experience	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
0-3 Years	103	110	86	109	125	23.5%	23.8%	19.8%	22.9%	24.1%	
4-7 Years	77	96	95	102	97	17.6%	20.8%	21.9%	21.4%	18.7%	
8-11 Years	48	44	46	62	76	11.0%	9.5%	10.6%	13.0%	14.6%	
12-15 Years	44	44	46	40	38	10.0%	9.5%	10.6%	8.4%	7.3%	
16-19 Years	44	43	35	33	43	10.0%	9.3%	8.1%	6.9%	8.3%	
20+ Years	122	125	126	130	140	27.9%	27.1%	29.0%	27.3%	27.0%	

Average Experience

12.4

12.0

12.2

12.3

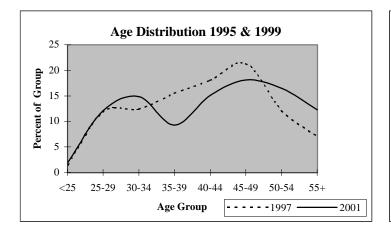
# District Report for: DICKSON COUNTY

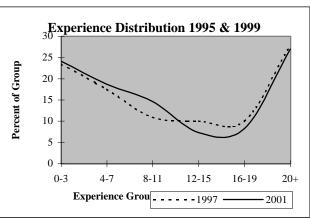
		District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	50	78	33	27	-	Ï	9.8%	14.6%	6.5%	4.9%	-		
Attrition from Transfers	13	17	4	7	-		2.5%	3.2%	0.8%	1.3%	-		
Attrition from Exits	37	61	29	20	-		7.3%	11.4%	5.7%	3.6%	-		
Teacher Attrition	46	68	30	23	-		10.5%	14.7%	6.9%	4.8%	-		
Attrition from Transfers	12	17	4	7	-		2.7%	3.7%	0.9%	1.5%	-		
Attrition from Exits	34	51	26	16	-		7.8%	11.0%	6.0%	3.4%	-		
District Retention													
<b>Educator Retention</b>	460	458	475	529	-		90.2%	85.4%	93.5%	95.1%	-		
Teacher Retention	392	394	404	453	-		89.5%	85.3%	93.1%	95.2%	-		

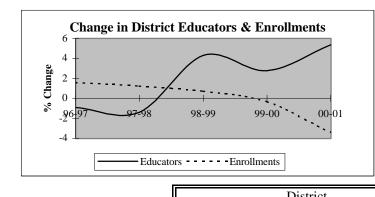
Teacher Retention	D:	District Rates							
5 Year Average Retention Rate	Retained	Transfer	Attrition						
New Entrants	81.0%	7.2%	11.8%						
1 Year of Experience	83.7%	4.1%	12.2%						
2 Years of Experience	89.2%	2.7%	8.1%						
3 Years of Experience	90.3%	5.3%	4.4%						
4 Years of Experience	90.8%	2.5%	6.7%						
5 Years of Experience	94.9%	1.7%	3.4%						

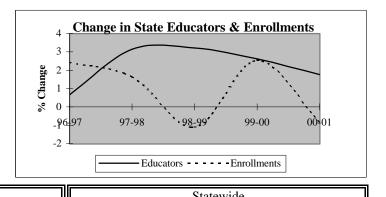
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distr	ict Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	10.5%	15.9%	17.4%	20.1%	19.9%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.0%	9.7%	10.7%	10.2%	9.0%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.4%	0.9%	1.2%	0.7%	2.1%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.2%	87.5%	90.2%	85.4%	86.3%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.2%	0.7%	0.5%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.4%	11.6%	8.5%	13.1%	11.0%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S					<u> </u>					
Student to Educator Ratio	17.2	17.6	17.0	16.5	15.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.9	20.4	19.5	18.9	17.3	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-2	-3	9	6	12	-	-	-	-	-	
% Change in Educators	-0.9%	-1.4%	4.3%	2.8%	5.4%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	56	44	26	-13	-126	-	-	-	-	-	
% Change in Enrollment	1.6%	1.2%	0.7%	-0.4%	-3.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.5%	0.0%	0.0%	1.3%	8.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.2%	5.7%	6.4%	6.3%	6.4%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.5%	7.7%	6.4%	6.3%	5.9%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	4.9%	5.5%	4.3%	4.2%	3.9%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	45.5%	50.0%	50.0%	35.7%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.5	42.8	42.5	42.5	42.7	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.5	14.7	14.0	14.1	14.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	33,995	34,391	35,482	36,038	35,452	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	5.1%	5.8%	4.4%	4.3%	4.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	84.2%	85.6%	84.7%	87.8%	87.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	13.1%	12.2%	13.2%	13.8%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	10.4%	na	11.0%	11.8%	11.3%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.8%	2.8%	1.7%	2.5%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%	

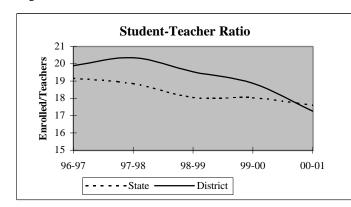
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	212	209	218	224	236		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	192	191	192	204	218		90.6%	91.4%	88.1%	91.1%	92.4%
Newly Hired	20	18	26	20	18		9.4%	8.6%	11.9%	8.9%	7.6%
Transfers In	5	10	7	3	6		25.0%	55.6%	26.9%	15.0%	33.3%
Reentrants	4	1	9	7	4		20.0%	5.6%	34.6%	35.0%	22.2%
First Time Educators	11	7	10	10	8		55.0%	38.9%	38.5%	50.0%	44.4%
Total Exiting Next Year	21	17	14	6	-	I	9.9%	8.1%	6.4%	2.7%	-
Transfers Out	8	1	1	1	-		38.1%	5.9%	7.1%	16.7%	-
Leave Tennessee Educ.	13	16	13	5	-		61.9%	94.1%	92.9%	83.3%	-

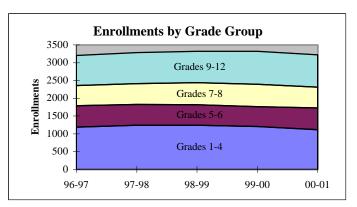
Dynamics Rates	District Rates								
District Attrition	9.9%	8.1%	6.4%	2.7%	-				
Transfers In/Out	0.63	10.00	7.00	3.00	-				

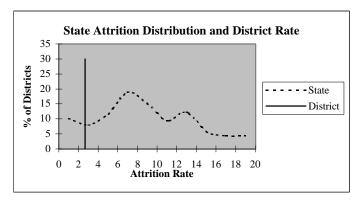
## District Report for: DYER COUNTY

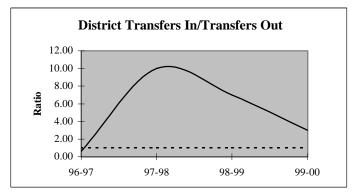
		Dist	rict Count	S			Distr	rict Percenta	District Percentages					
Profile by Position	1996-97 19	997-98 1	998-99 1	999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01				
Total Educators	212	209	218	224	236	100.0%	100.0%	100.0%	100.0%	100.0%				
Administrators	11	12	14	14	15	5.2%	5.7%	6.4%	6.3%	6.4%				
Professional Staff	18	16	14	14	14	8.5%	7.7%	6.4%	6.3%	5.9%				
Total Teachers	183	181	190	196	207	86.3%	86.6%	87.2%	87.5%	87.7%				
Special Education	24	22	25	27	29	13.1%	12.2%	13.2%	13.8%	14.0%				
Pre-K & Kindergarten	14	15	13	14	13	7.7%	8.3%	6.8%	7.1%	6.3%				
Elementary (1-4)	64	66	68	69	73	35.0%	36.5%	35.8%	35.2%	35.3%				
Middle School (5-6)	24	23	21	26	25	13.1%	12.7%	11.1%	13.3%	12.1%				
Jr. High (7-8)	19	20	27	22	26	10.4%	11.0%	14.2%	11.2%	12.6%				
High School (9-12)	38	35	36	38	41	20.8%	19.3%	18.9%	19.4%	19.8%				
Business	2	3	3	2	2	5.3%	8.6%	8.3%	5.3%	4.9%				
Language Arts	3	3	4	5	5	7.9%	8.6%	11.1%	13.2%	12.2%				
Social Studies	5	4	5	5	5	13.2%	11.4%	13.9%	13.2%	12.2%				
Foreign Language	2	2	2	2	2	5.3%	5.7%	5.6%	5.3%	4.9%				
Mathematics	3	3	3	5	6	7.9%	8.6%	8.3%	13.2%	14.6%				
Science	3	2	3	4	5	7.9%	5.7%	8.3%	10.5%	12.2%				
Vocational Education	8	9	8	7	7	21.1%	25.7%	22.2%	18.4%	17.1%				
Other High School	12	9	8	8	9	31.6%	25.7%	22.2%	21.1%	22.0%				

Total Enrollments	3,641	3,685	3,711	3,698	3,572	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	324	297	292	284	269	8.9%	8.1%	7.9%	7.7%	7.5%
Grades 1-4	1,192	1,244	1,239	1,209	1,117	32.7%	33.8%	33.4%	32.7%	31.3%
Grades 5-6	594	579	579	555	609	16.3%	15.7%	15.6%	15.0%	17.0%
Grades 7-8	568	591	621	626	586	15.6%	16.0%	16.7%	16.9%	16.4%
Grades 9-12	847	870	882	933	908	23.3%	23.6%	23.8%	25.2%	25.4%
Ungraded	116	104	98	91	83	3.2%	2.8%	2.6%	2.5%	2.3%









District Percentages

District Counts

Profile by	1996-97 1	.997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	11	12	14	14	15	5.4%	6.0%	6.7%	6.5%	6.6%
White - Females	5	6	7	5	5	45.5%	50.0%	50.0%	35.7%	33.3%
White - Males	6	6	7	9	10	54.5%	50.0%	50.0%	64.3%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	16	14	14	14	8.8%	8.0%	6.7%	6.5%	6.1%
White - Females	14	13	13	12	12	77.8%	81.3%	92.9%	85.7%	85.7%
White - Males	3	2	0	1	1	16.7%	12.5%	0.0%	7.1%	7.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	5.6%	6.3%	7.1%	7.1%	7.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	175	173	182	188	199	85.8%	86.1%	86.7%	87.0%	87.3%
White - Females	141	141	149	159	169	80.6%	81.5%	81.9%	84.6%	84.9%
White - Males	25	22	25	21	22	14.3%	12.7%	13.7%	11.2%	11.1%
Black - Females	9	10	8	8	8	5.1%	5.8%	4.4%	4.3%	4.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
					<del></del> 1					
Age Distribution			rict Cour					rict Percent		
Teachers by Age Group	1996-97 1	997-98 1		nts 1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98 1	998-99	1999-00	4	0.6%	1997-98	1998-99	1999-00	2.2%
Teachers by Age Group Up to 24 25-29	1 28	997-98 1 2 26	998-99 1 20	1999-00 2 2 18	4 20	0.6% 16.1%	1997-98 1.2% 15.4%	1998-99 0.6% 11.5%	1999-00 1.1% 10.0%	2.2% 10.8%
Teachers by Age Group Up to 24 25-29 30-34	1 28 12	997-98 1 2 26 15	1 20 28	1999-00 2 18 34	4 20 33	0.6% 16.1% 6.9%	1997-98 1.2% 15.4% 8.9%	1998-99 0.6% 11.5% 16.1%	1999-00 1.1% 10.0% 18.9%	2.2% 10.8% 17.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 28 12 20	997-98 1 2 26 15 16	1 20 28 19	1999-00 2 18 34 16	4 20 33 18	0.6% 16.1% 6.9% 11.5%	1997-98 1.2% 15.4% 8.9% 9.5%	1998-99 0.6% 11.5% 16.1% 10.9%	1999-00 1.1% 10.0% 18.9% 8.9%	2.2% 10.8% 17.7% 9.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 28 12 20 31	997-98 1 2 26 15 16 25	1 20 28 19 16	1999-00 2 18 34 16 20	4 20 33 18 20	0.6% 16.1% 6.9% 11.5% 17.8%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8%	1998-99 0.6% 11.5% 16.1% 10.9% 9.2%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1%	2.2% 10.8% 17.7% 9.7% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 28 12 20 31 43	997-98 2 26 15 16 25 41	1 20 28 19 16 42	1999-00 2 18 34 16 20 36	4 20 33 18 20 29	0.6% 16.1% 6.9% 11.5% 17.8% 24.7%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3%	1998-99 0.6% 11.5% 16.1% 10.9% 9.2% 24.1%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 28 12 20 31 43 22	997-98 1 2 26 15 16 25 41 25	1 20 28 19 16 42 29	1999-00 2 18 34 16 20 36 34	4 20 33 18 20 29 39	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 14.8%	1998-99 0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 28 12 20 31 43	997-98 2 26 15 16 25 41	1 20 28 19 16 42	1999-00 2 18 34 16 20 36	4 20 33 18 20 29	0.6% 16.1% 6.9% 11.5% 17.8% 24.7%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3%	1998-99 0.6% 11.5% 16.1% 10.9% 9.2% 24.1%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 28 12 20 31 43 22 17	997-98 1 2 26 15 16 25 41 25 19	1 20 28 19 16 42 29	1999-00 2 18 34 16 20 36 34 20	4 20 33 18 20 29 39 23	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 14.8%	1998-99 0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 28 12 20 31 43 22	997-98 1 2 26 15 16 25 41 25	1 20 28 19 16 42 29	1999-00 2 18 34 16 20 36 34	4 20 33 18 20 29 39	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 14.8%	1998-99 0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 28 12 20 31 43 22 17	997-98 1 2 26 15 16 25 41 25 19	1 20 28 19 16 42 29	1999-00 2 18 34 16 20 36 34 20	4 20 33 18 20 29 39 23	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 14.8%	1998-99 0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 28 12 20 31 43 22 17	997-98 1 2 26 15 16 25 41 25 19 42.8	1 20 28 19 16 42 29 19 42.5	1999-00 2 18 34 16 20 36 34 20 42.5	4 20 33 18 20 29 39 23	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 14.8% 11.2%	1998-99 0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7% 10.9%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9% 11.1%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 28 12 20 31 43 22 17 42.5	997-98 1 2 26 15 16 25 41 25 19 42.8	1 20 28 19 16 42 29 19 42.5	1999-00 2 18 34 16 20 36 34 20 42.5	4 20 33 18 20 29 39 23 42.7	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6% 9.8%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 14.8% 11.2%	1998-99 0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7% 10.9%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9% 11.1%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0% 12.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 28 12 20 31 43 22 17 42.5	997-98 1 2 26 15 16 25 41 25 19 42.8	1 20 28 19 16 42 29 19 42.5	1999-00 2 18 34 16 20 36 34 20 42.5	4 20 33 18 20 29 39 23 42.7	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6% 9.8%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 11.2% Distr	1998-99  0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7% 10.9%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9% 11.1%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0% 12.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 28 12 20 31 43 22 17 42.5	997-98 1 2 26 15 16 25 41 25 19 42.8 Dist	1 20 28 19 16 42 29 19 42.5	1999-00 2 18 34 16 20 36 34 20 42.5	4 20 33 18 20 29 39 23 42.7	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6% 9.8%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 11.2% Distr 1997-98 20.4%	1998-99  0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7% 10.9%  rict Percent: 1998-99 21.1%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9% 11.1%  ages 1999-00 20.9%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0% 12.4% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 28 12 20 31 43 22 17 42.5	997-98 1 2 26 15 16 25 41 25 19 42.8 Dist 997-98 1	1 20 28 19 16 42 29 19 42.5 rict Cour 998-99 40 35	1999-00 2 18 34 16 20 36 34 20 42.5	4 20 33 18 20 29 39 23 42.7	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6% 9.8%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 14.8% 11.2% Distr 1997-98 20.4% 13.3%	1998-99  0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7% 10.9%  rict Percent: 1998-99  21.1% 18.4%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9% 11.1% 20.0% 20.4%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0% 12.4% 2000-01 19.8% 17.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 28 12 20 31 43 22 17 42.5	997-98 1 2 26 15 16 25 41 25 19 42.8 Dist 997-98 1 37 24 12	1 20 28 19 16 42 29 19 42.5 rict Cour 998-99 40 35 14	1999-00 2 18 34 16 20 36 34 20 42.5 nts 1999-00 2 41 40 14	4 20 33 18 20 29 39 23 42.7 2000-01 41 36 27	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6% 9.8%  1996-97  18.0% 15.8% 5.5%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 11.2% Distr 1997-98 20.4% 13.3% 6.6%	1998-99  0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7% 10.9%  rict Percent: 1998-99  21.1% 18.4% 7.4%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9% 11.1% 20.0% 20.4% 7.1%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0% 12.4% 2000-01 19.8% 17.4% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 28 12 20 31 43 22 17 42.5	997-98 1 2 26 15 16 25 41 25 19 42.8 Dist 997-98 1 37 24 12 11	1 20 28 19 16 42 29 19 42.5 rict Cour 998-99 40 35 14 10	1999-00 2 18 34 16 20 36 34 20 42.5 hts 1999-00 2 41 40 14 8	4 20 33 18 20 29 39 23 42.7 2000-01 41 36 27 9	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6% 9.8%  18.0% 15.8% 5.5% 7.7%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 11.2% Distr 1997-98 20.4% 13.3% 6.6% 6.1%	1998-99  0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7% 10.9%  rict Percent: 1998-99  21.1% 18.4% 7.4% 5.3%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9% 11.1% 20.0% 20.4% 7.1% 4.1%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0% 12.4% 2000-01 19.8% 17.4% 13.0% 4.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 28 12 20 31 43 22 17 42.5	997-98 1 2 26 15 16 25 41 25 19 42.8 Dist 997-98 1 37 24 12	1 20 28 19 16 42 29 19 42.5 rict Cour 998-99 40 35 14	1999-00 2 18 34 16 20 36 34 20 42.5 nts 1999-00 2 41 40 14	4 20 33 18 20 29 39 23 42.7 2000-01 41 36 27	0.6% 16.1% 6.9% 11.5% 17.8% 24.7% 12.6% 9.8%  1996-97  18.0% 15.8% 5.5%	1997-98 1.2% 15.4% 8.9% 9.5% 14.8% 24.3% 11.2% Distr 1997-98 20.4% 13.3% 6.6%	1998-99  0.6% 11.5% 16.1% 10.9% 9.2% 24.1% 16.7% 10.9%  rict Percent: 1998-99  21.1% 18.4% 7.4%	1999-00 1.1% 10.0% 18.9% 8.9% 11.1% 20.0% 18.9% 11.1% 20.0% 20.4% 7.1%	2.2% 10.8% 17.7% 9.7% 10.8% 15.6% 21.0% 12.4% 2000-01 19.8% 17.4% 13.0%

Average Experience

14.5

14.7

14.1

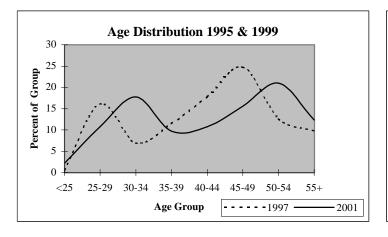
14.3

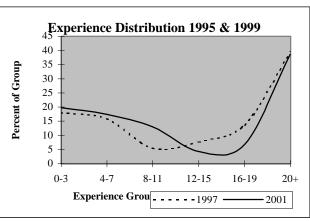
		Distr	ict Counts	3		District Rates					
Attrition	1996-97 19	997-98 1	998-99 19	999-00 2	000-01	19	96-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	21	17	14	6	-		9.9%	8.1%	6.4%	2.7%	=
Attrition from Transfers	8	1	1	1	-		3.8%	0.5%	0.5%	0.4%	-
Attrition from Exits	13	16	13	5	-		6.1%	7.7%	6.0%	2.2%	=
Teacher Attrition	17	15	12	5	-		9.3%	8.3%	6.3%	2.6%	=
Attrition from Transfers	8	1	1	1	-		4.4%	0.6%	0.5%	0.5%	-
Attrition from Exits	9	14	11	4	-		4.9%	7.7%	5.8%	2.0%	-
District Retention											
<b>Educator Retention</b>	191	192	204	218	-		90.1%	91.9%	93.6%	97.3%	-
Teacher Retention	166	166	178	191	-		90.7%	91.7%	93.7%	97.4%	=

Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	82.4%	5.9%	11.8%
1 Year of Experience	86.4%	0.0%	13.6%
2 Years of Experience	88.4%	4.7%	7.0%
3 Years of Experience	90.2%	5.9%	3.9%
4 Years of Experience	95.2%	2.4%	2.4%
5 Years of Experience	86.8%	2.6%	10.5%

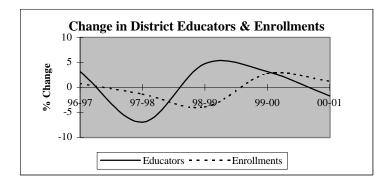
	Statewic	le Rates				
Retained	Transfer	Total	Attrition			
78.6%	5.3%	83.9%	16.1%			
84.3%	2.9%	87.2%	12.8%			
86.1%	2.7%	88.8%	11.2%			
87.3%	2.2%	89.6%	10.4%			
88.4%	2.1%	90.5%	9.5%			
89.6%	1.8%	91.4%	8.6%			

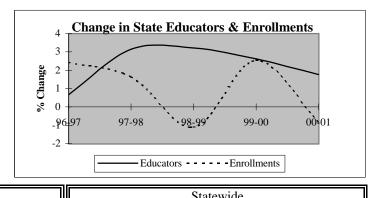
		Distri	ct Percent	ages			Statew	ide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										•
Race	8.9%	12.7%	16.5%	17.0%	16.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.5%	9.0%	13.1%	9.8%	8.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.9%	1.4%	0.9%	0.9%	1.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.0%	94.7%	90.4%	91.1%	93.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.1%	3.8%	8.7%	7.6%	5.1%	8.6%	9.3%	9.4%	11.0%	10.3%





## Toc





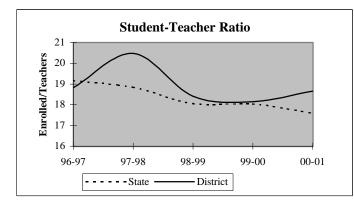
	District					Statewide						
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Supply & Demand Indicator	S											
Student to Educator Ratio	16.0	17.0	15.6	15.5	16.0	16.4	16.2	15.5	15.5	15.1		
Student to Teacher Ratio	18.8	20.5	18.4	18.1	18.6	19.2	18.8	18.1	18.0	17.6		
Change in Educators	7	-16	10	7	-4	-	-	-	-	-		
% Change in Educators	3.2%	-7.0%	4.7%	3.2%	-1.7%	0.7%	3.1%	3.2%	2.6%	1.8%		
Change in Enrollments	29	-49	-144	95	44	-	-	-	-	-		
% Change in Enrollment:	0.8%	-1.3%	-4.0%	2.7%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%		
Workforce												
% Part-Time	0.0%	0.0%	0.0%	0.4%	4.4%	0.7%	0.7%	0.7%	0.7%	6.9%		
% Administrative Staff	5.3%	6.1%	5.9%	5.2%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%		
% Professional Staff	9.6%	10.8%	9.5%	9.2%	8.9%	9.6%	9.5%	9.6%	9.6%	9.7%		
% Minority	9.8%	9.6%	9.2%	8.9%	9.5%	12.1%	12.3%	12.4%	12.6%	12.8%		
% Minority in Admin.	16.7%	15.4%	15.4%	16.7%	16.7%	16.8%	17.2%	16.7%	17.1%	17.7%		
% Female in Admin.	0.0%	7.7%	7.7%	8.3%	8.3%	36.3%	37.4%	38.6%	40.6%	41.5%		
Teachers												
Average Age	44.9	45.8	46.3	46.0	46.7	43.3	43.5	43.6	43.7	43.9		
Average Experience	17.1	18.0	17.6	17.6	17.9	13.8	13.7	13.7	13.4	13.3		
Average Salary	37,360	38,036	39,524	40,805	40,928	33,907	34,370	35,839	36,884	36,619		
% Minority Teachers	9.5%	9.2%	9.3%	8.9%	9.6%	12.0%	12.1%	12.3%	12.5%	12.6%		
% Female Teachers	79.4%	81.3%	82.4%	81.6%	81.9%	79.2%	79.4%	79.4%	79.4%	79.6%		
% Special Ed. Teachers	8.8%	8.5%	10.1%	9.7%	9.8%	10.9%	10.8%	10.9%	10.8%	10.7%		
Enrollment												
% Minority	22.3%	na	23.1%	23.5%	25.8%	26.0%	na	26.5%	27.3%	27.7%		
% Special Education	1.7%	2.5%	3.2%	2.6%	2.4%	1.7%	1.6%	1.8%	1.8%	1.8%		

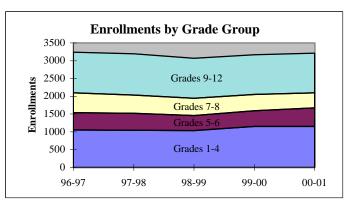
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	228	212	222	229	225		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	212	204	199	211	210		93.0%	96.2%	89.6%	92.1%	93.3%
Newly Hired	16	8	23	18	15		7.0%	3.8%	10.4%	7.9%	6.7%
Transfers In	7	3	6	9	2	_	43.8%	37.5%	26.1%	50.0%	13.3%
Reentrants	3	2	10	4	8		18.8%	25.0%	43.5%	22.2%	53.3%
First Time Educators	6	3	7	5	5		37.5%	37.5%	30.4%	27.8%	33.3%
Total Exiting Next Year	24	13	11	19	-	I	10.5%	6.1%	5.0%	8.3%	-
Transfers Out	2	0	0	0	-		8.3%	0.0%	0.0%	0.0%	-
Leave Tennessee Educ.	22	13	11	19	-		91.7%	100.0%	100.0%	100.0%	-

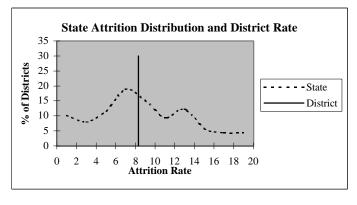
Dynamics Rates	District Rates								
District Attrition	10.5%	6.1%	5.0%	8.3%	-				
Transfers In/Out	3.50	nc	nc	nc	-				

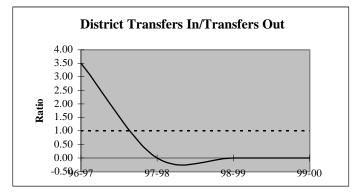
		Dis	trict Cour	nts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	228	212	222	229	225	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	13	13	12	12	5.3%	6.1%	5.9%	5.2%	5.3%
Professional Staff	22	23	21	21	20	9.6%	10.8%	9.5%	9.2%	8.9%
Total Teachers	194	176	188	196	193	85.1%	83.0%	84.7%	85.6%	85.8%
Special Education	17	15	19	19	19	8.8%	8.5%	10.1%	9.7%	9.8%
Pre-K & Kindergarten	16	17	15	16	15	8.2%	9.7%	8.0%	8.2%	7.8%
Elementary (1-4)	65	66	67	71	72	33.5%	37.5%	35.6%	36.2%	37.3%
Middle School (5-6)	21	17	22	20	20	10.8%	9.7%	11.7%	10.2%	10.4%
Jr. High (7-8)	22	17	18	20	20	11.3%	9.7%	9.6%	10.2%	10.4%
High School (9-12)	53	44	47	50	47	27.3%	25.0%	25.0%	25.5%	24.4%
Business	2	2	2	1	2	3.8%	4.5%	4.3%	2.0%	4.3%
Language Arts	8	9	10	10	8	15.1%	20.5%	21.3%	20.0%	17.0%
Social Studies	6	5	4	6	7	11.3%	11.4%	8.5%	12.0%	14.9%
Foreign Language	3	3	3	2	3	5.7%	6.8%	6.4%	4.0%	6.4%
Mathematics	8	5	6	7	5	15.1%	11.4%	12.8%	14.0%	10.6%
Science	6	6	6	8	7	11.3%	13.6%	12.8%	16.0%	14.9%
Vocational Education	6	5	8	8	5	11.3%	11.4%	17.0%	16.0%	10.6%
Other High School	14	9	8	8	10	26.4%	20.5%	17.0%	16.0%	21.3%
Total Enrollments	3,653	3,604	3,460	3,555	3,599	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	3,653	3,604	3,460	3,555	3,599	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	310	315	305	293	298	8.5%	8.7%	8.8%	8.2%	8.3%
Grades 1-4	1,050	1,041	1,039	1,150	1,152	28.7%	28.9%	30.0%	32.3%	32.0%
Grades 5-6	491	480	419	444	525	13.4%	13.3%	12.1%	12.5%	14.6%
Grades 7-8	553	516	488	454	420	15.1%	14.3%	14.1%	12.8%	11.7%
Grades 9-12	1,142	1,161	1,122	1,122	1,116	31.3%	32.2%	32.4%	31.6%	31.0%
Ungraded	107	91	87	92	88	2.9%	2.5%	2.5%	2.6%	2.4%









	T-					Tr-				
			strict Cou				Distr	ict Percenta	ages	
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>					<u>, — — —                                 </u>				
Administrative	12	13	13	12	12	5.4%	6.2%	6.0%	5.4%	5.5%
White - Females	0	1	1	1	1	0.0%	7.7%	7.7%	8.3%	8.3%
White - Males	10	10	10	9	9	83.3%	76.9%	76.9%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	2	2	2	2	2	16.7%	15.4%	15.4%	16.7%	16.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	22	23	21	21	20	9.8%	11.0%	9.7%	9.4%	9.1%
White - Females	16	17	16	16	15	72.7%	73.9%	76.2%	76.2%	75.0%
White - Males	4	4	4	4	4	18.2%	17.4%	19.0%	19.0%	20.0%
Black - Females	1	1	1	1	1	4.5%	4.3%	4.8%	4.8%	5.0%
Black - Males	1	1	0	0	0	4.5%	4.3%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	190	173	183	191	188	84.8%	82.8%	84.3%	85.3%	85.5%
White - Females	136	127	136	140	138	71.6%	73.4%	74.3%	73.3%	73.4%
White - Males	36	30	30	34	32	18.9%	17.3%	16.4%	17.8%	17.0%
Black - Females	14	13	14	14	14	7.4%	7.5%	7.7%	7.3%	7.4%
Black - Males	4	3	2	2	3	2.1%	1.7%	1.1%	1.0%	1.6%
Other - Females	0	0	1	1	1	0.0%	0.0%	0.5%	0.5%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dis	strict Cou	nts			Distr	ict Percenta	ages	
Teachers by Age Group	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	3	1	0	1	1.1%	1.8%	0.6%	0.0%	0.6%
25-29	10	3	6	11	8	5.5%	1.8%	3.5%	6.1%	4.6%
30-34	13	14	15	18	17	7.2%	8.5%	8.8%	10.1%	9.8%
35-39	18	13	14	10	12	9.9%	7.9%	8.2%	5.6%	6.9%
40-45	29	27	24	27	24	16.0%	16.5%	14.0%	15.1%	13.9%
45-49	51	45	41	39	29	28.2%	27.4%	24.0%	21.8%	16.8%
50-54	40	38	45	47	53	22.1%	23.2%	26.3%	26.3%	30.6%
55+	18	21	25	27	29	9.9%	12.8%	14.6%	15.1%	16.8%
Average Age	44.9	45.8	46.3	46.0	46.7					
Average Age	44.9	45.0	40.5	40.0	40.7					
Experience Distribution		Die	strict Cou	nte	<del></del> 1		Dietr	ict Percenta	2000	1
=	1996-97				2000 01	1006.07				2000 01
Teachers by Experience							1997-98	1998-99	1999-00	2000-01
0-3 Years	14	12	19	22	22	7.2%	6.8%	10.1%	11.2%	11.4%
4-7 Years	20	13	15	15	16	10.3%	7.4%	8.0%	7.7%	8.3%
8-11 Years	20	22	22	24	22	10.3%	12.5%	11.7%	12.2%	11.4%
10 15 Varia	22	10	17	10	12	11 00/	10.20/	$\Omega$ $\Omega$ 0/	0.20/	6 70/
12-15 Years 16-19 Years	23 28	18 23	17 25	18 26	13 23	11.9% 14.4%	10.2% 13.1%	9.0% 13.3%	9.2% 13.3%	6.7% 11.9%

20+ Years

Average Experience

90

17.6

89

17.1

88

18.0

91

17.6

97

17.9

45.9%

50.3%

46.4%

47.9%

50.0%

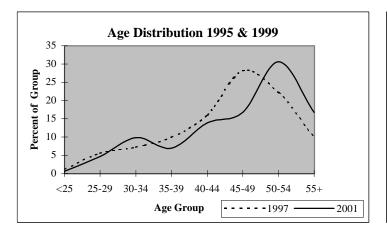
# District Report for: DYERSBURG

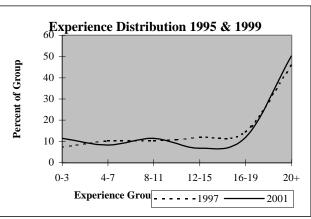
		Dis	trict Coun	ts				D	istrict Rate	S	
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01	1996	-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	24	13	11	19	-	10	0.5%	6.1%	5.0%	8.3%	-
Attrition from Transfers	2	0	0	0	-	0	.9%	0.0%	0.0%	0.0%	-
Attrition from Exits	22	13	11	19	-	9	.6%	6.1%	5.0%	8.3%	-
Teacher Attrition	21	12	10	17	-	10	0.8%	6.8%	5.3%	8.7%	-
Attrition from Transfers	2	0	0	0	-	1	.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	19	12	10	17	-	9	.8%	6.8%	5.3%	8.7%	-
District Retention											
<b>Educator Retention</b>	204	199	211	210	-	89	.5%	93.9%	95.0%	91.7%	-
Teacher Retention	173	164	178	179	-	89	.2%	93.2%	94.7%	91.3%	-

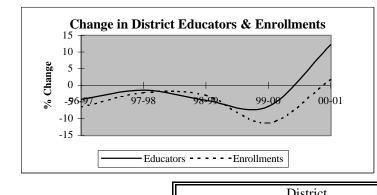
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	78.6%	3.6%	17.9%
1 Year of Experience	90.0%	0.0%	10.0%
2 Years of Experience	68.8%	6.3%	25.0%
3 Years of Experience	92.9%	0.0%	7.1%
4 Years of Experience	89.5%	0.0%	10.5%
5 Years of Experience	84.2%	0.0%	15.8%

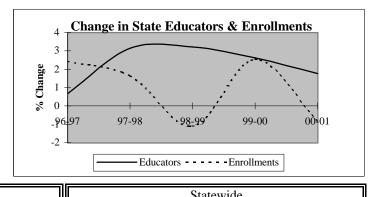
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distr	ict Percent	tages			Statev	vide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	2.9%	5.7%	11.2%	10.7%	11.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.7%	4.5%	8.9%	6.9%	5.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.9%	0.9%	0.4%	0.4%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.1%	95.8%	91.4%	95.2%	93.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.5%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.9%	2.8%	7.7%	4.4%	5.8%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	16.7	16.5	16.8	15.9	14.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.6	19.3	19.7	18.6	16.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	-12	-4	-12	-16	29	-	-	-	-	-
% Change in Educators	-4.3%	-1.5%	-4.5%	-6.3%	12.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-317	-100	-133	-482	69	-	-	-	-	-
% Change in Enrollment:	-6.6%	-2.2%	-3.0%	-11.3%	1.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.4%	0.4%	0.0%	16.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.2%	5.3%	5.1%	5.5%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.6%	9.0%	9.8%	9.2%	9.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	50.2%	50.9%	52.3%	56.1%	56.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	70.0%	70.0%	77.8%	66.7%	75.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	50.0%	50.0%	53.8%	46.2%	41.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.0	44.9	45.2	45.7	45.8	43.3	43.5	43.6	43.7	43.9
Average Experience	12.9	12.6	12.8	12.5	12.6	13.8	13.7	13.7	13.4	13.3
Average Salary	29,382	29,205	30,397	31,308	30,484	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	51.3%	51.5%	53.0%	58.3%	58.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.6%	77.2%	75.9%	74.4%	73.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	14.3%	14.9%	14.4%	12.8%	10.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	70.6%	na	71.6%	72.6%	71.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.0%	1.2%	0.4%	0.8%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

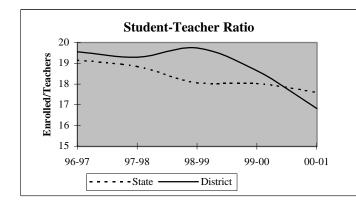
		Dis	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	270	266	254	238	267		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	236	227	224	199	215		87.4%	85.3%	88.2%	83.6%	80.5%
Newly Hired	34	39	30	39	52		12.6%	14.7%	11.8%	16.4%	19.5%
Transfers In	3	3	2	5	7		8.8%	7.7%	6.7%	12.8%	13.5%
Reentrants	17	13	12	10	26		50.0%	33.3%	40.0%	25.6%	50.0%
First Time Educators	14	23	16	24	19		41.2%	59.0%	53.3%	61.5%	36.5%
Total Exiting Next Year	43	42	55	23	-	I	15.9%	15.8%	21.7%	9.7%	-
Transfers Out	17	2	8	2	-		39.5%	4.8%	14.5%	8.7%	=
Leave Tennessee Educ.	26	40	47	21	-		60.5%	95.2%	85.5%	91.3%	-

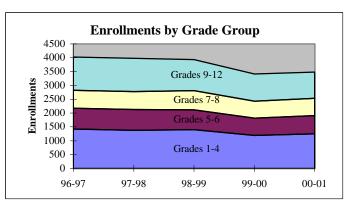
Dynamics Rates	District Rates							
District Attrition	15.9%	15.8%	21.7%	9.7%	-			
Transfers In/Out	0.18	1.50	0.25	2.50	-			

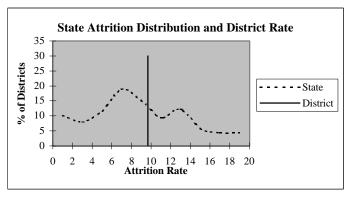
## District Report for: FAYETTE COUNTY

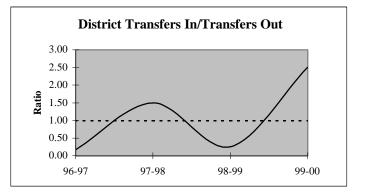
		Dis	strict Cou	nts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	270	266	254	238	267	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	14	13	13	12	5.2%	5.3%	5.1%	5.5%	4.5%
Professional Staff	26	24	25	22	26	9.6%	9.0%	9.8%	9.2%	9.7%
Total Teachers	230	228	216	203	229	85.2%	85.7%	85.0%	85.3%	85.8%
Special Education	33	34	31	26	25	14.3%	14.9%	14.4%	12.8%	10.9%
Pre-K & Kindergarten	16	18	15	18	20	7.0%	7.9%	6.9%	8.9%	8.7%
Elementary (1-4)	81	70	66	60	73	35.2%	30.7%	30.6%	29.6%	31.9%
Middle School (5-6)	23	21	24	21	23	10.0%	9.2%	11.1%	10.3%	10.0%
Jr. High (7-8)	21	26	23	21	29	9.1%	11.4%	10.6%	10.3%	12.7%
High School (9-12)	56	59	57	57	59	24.3%	25.9%	26.4%	28.1%	25.8%
Business	1	1	1	0	0	1.8%	1.7%	1.8%	0.0%	0.0%
Language Arts	4	7	7	8	4	7.1%	11.9%	12.3%	14.0%	6.8%
Social Studies	6	4	4	5	7	10.7%	6.8%	7.0%	8.8%	11.9%
Foreign Language	0	2	1	1	1	0.0%	3.4%	1.8%	1.8%	1.7%
Mathematics	6	6	7	4	4	10.7%	10.2%	12.3%	7.0%	6.8%
Science	2	6	4	5	4	3.6%	10.2%	7.0%	8.8%	6.8%
Vocational Education	13	15	15	17	16	23.2%	25.4%	26.3%	29.8%	27.1%
Other High School	24	18	18	17	23	42.9%	30.5%	31.6%	29.8%	39.0%
Total Enrollments	1 108	1 308	1 265	3 783	3 852	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	4,498	4,398	4,265	3,783	3,852	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	396	370	300	338	340	8.8%	8.4%	7.0%	8.9%	8.8%
Grades 1-4	1,428	1,376	1,402	1,195	1,255	31.7%	31.3%	32.9%	31.6%	32.6%
Grades 5-6	745	749	716	624	655	16.6%	17.0%	16.8%	16.5%	17.0%
Grades 7-8	645	655	693	612	623	14.3%	14.9%	16.2%	16.2%	16.2%
Grades 9-12	1,207	1,194	1,118	984	954	26.8%	27.1%	26.2%	26.0%	24.8%
Ungraded	77	54	36	30	25	1.7%	1.2%	0.8%	0.8%	0.6%









District Percentages

District Counts

			ict Count				Disti	ict Percent	ages	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	10	10	9	9	8	4.3%	4.4%	4.2%	4.5%	3.7%
White - Females	2	2	2	1	1	20.0%	20.0%	22.2%	11.1%	12.5%
White - Males	1	1	0	2	1	10.0%	10.0%	0.0%	22.2%	12.5%
Black - Females	5	5	5	5	4	50.0%	50.0%	55.6%	55.6%	50.0%
Black - Males	2	2	2	1	2	20.0%	20.0%	22.2%	11.1%	25.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	26	24	24	21	23	11.1%	10.5%	11.1%	10.6%	10.6%
White - Females	15	13	13	12	14	57.7%	54.2%	54.2%	57.1%	60.9%
White - Males	2	2	2	2	2	7.7%	8.3%	8.3%	9.5%	8.7%
Black - Females	7	7	8	6	7	26.9%	29.2%	33.3%	28.6%	30.4%
Black - Males	2	1	1	1	0	7.7%	4.2%	4.2%	4.8%	0.0%
Other - Females	0	1	0	0	0	0.0%	4.2%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	199	194	183	168	185	84.7%	85.1%	84.7%	84.8%	85.6%
White - Females	85	81	72	58	62	42.7%	41.8%	39.3%	34.5%	33.5%
White - Males	12	13	14	12	14	6.0%	6.7%	7.7%	7.1%	7.6%
Black - Females	82	79	73	73	81	41.2%	40.7%	39.9%	43.5%	43.8%
Black - Males	17	18	21	25	28	8.5%	9.3%	11.5%	14.9%	15.1%
Other - Females	3	2	2	0	0	1.5%	1.0%	1.1%	0.0%	0.0%
Other - Males	0	1	1	0	0	0.0%	0.5%	0.5%	0.0%	0.0%
Age Distribution		Dist	rict Count	S			Distr	rict Percent	ages	
Teachers by Age Group	1996-97 1	007 08 1	008 00 1	999-00 2	000 01	1006.07	1997-98	1998-99	1999-00	2000-01
	1 2 2 0 - 2 /    1	<b>フフ / - フロ    1</b>	770-77    1	/// OOH 4	.000-01 III	1996-97	1997-90	1220-22	1/// 00	
·	1	0	1		1					0.7%
Up to 24	1	0	1	2	1	0.5%	0.0%	0.6%	1.4%	0.7% 6.9%
Up to 24 25-29	1 16	0 18	1 15	2 10	1 10	0.5% 8.7%	0.0% 10.5%	0.6% 9.4%	1.4% 7.2%	6.9%
Up to 24 25-29 30-34	1 16 11	0 18 14	1 15 14	2 10 17	1 10 20	0.5% 8.7% 6.0%	0.0% 10.5% 8.1%	0.6% 9.4% 8.8%	1.4% 7.2% 12.3%	6.9% 13.8%
Up to 24 25-29 30-34 35-39	1 16 11 26	0 18 14 20	1 15 14 13	2 10 17 6	1 10 20 9	0.5% 8.7% 6.0% 14.2%	0.0% 10.5% 8.1% 11.6%	0.6% 9.4% 8.8% 8.2%	1.4% 7.2% 12.3% 4.3%	6.9% 13.8% 6.2%
Up to 24 25-29 30-34 35-39 40-45	1 16 11 26 23	0 18 14 20 22	1 15 14 13 26	2 10 17 6 18	1 10 20 9 17	0.5% 8.7% 6.0% 14.2% 12.6%	0.0% 10.5% 8.1% 11.6% 12.8%	0.6% 9.4% 8.8% 8.2% 16.4%	1.4% 7.2% 12.3% 4.3% 13.0%	6.9% 13.8% 6.2% 11.7%
Up to 24 25-29 30-34 35-39 40-45 45-49	1 16 11 26 23 46	0 18 14 20 22 36	1 15 14 13 26 28	2 10 17 6 18 27	1 10 20 9 17 20	0.5% 8.7% 6.0% 14.2% 12.6% 25.1%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6%	6.9% 13.8% 6.2% 11.7% 13.8%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 16 11 26 23 46 32	0 18 14 20 22 36 34	1 15 14 13 26 28 36	2 10 17 6 18 27 34	1 10 20 9 17 20 39	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 16 11 26 23 46 32 28	0 18 14 20 22 36 34 28	1 15 14 13 26 28 36 26	2 10 17 6 18 27 34 24	1 10 20 9 17 20 39 29	0.5% 8.7% 6.0% 14.2% 12.6% 25.1%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6%	6.9% 13.8% 6.2% 11.7% 13.8%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 16 11 26 23 46 32	0 18 14 20 22 36 34	1 15 14 13 26 28 36	2 10 17 6 18 27 34	1 10 20 9 17 20 39	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 16 11 26 23 46 32 28	0 18 14 20 22 36 34 28 44.9	1 15 14 13 26 28 36 26 45.2	2 10 17 6 18 27 34 24 45.7	1 10 20 9 17 20 39 29	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8% 16.3%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6% 16.4%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6% 17.4%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 16 11 26 23 46 32 28 45.0	0 18 14 20 22 36 34 28 44.9	1 15 14 13 26 28 36 26 45.2	2 10 17 6 18 27 34 24 45.7	1 10 20 9 17 20 39 29 45.8	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5% 15.3%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8% 16.3%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6% 16.4%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6% 17.4%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9% 20.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 16 11 26 23 46 32 28 45.0	0 18 14 20 22 36 34 28 44.9	1 15 14 13 26 28 36 26 45.2	2 10 17 6 18 27 34 24 45.7	1 10 20 9 17 20 39 29 45.8	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5% 15.3%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8% 16.3%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6% 16.4%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6% 17.4%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9% 20.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 16 11 26 23 46 32 28 45.0	0 18 14 20 22 36 34 28 44.9 Distri	1 15 14 13 26 28 36 26 45.2	2 10 17 6 18 27 34 24 45.7	1 10 20 9 17 20 39 29 45.8	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5% 15.3%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8% 16.3% Distr 1997-98	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6% 16.4% ict Percent 1998-99	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6% 17.4%  ages 1999-00 28.1%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9% 20.0%  2000-01 29.3%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 16 11 26 23 46 32 28 45.0	0 18 14 20 22 36 34 28 44.9 Distr 997-98 1 58 37	1 15 14 13 26 28 36 26 45.2 cict Count 998-99 1 50 37	2 10 17 6 18 27 34 24 45.7 s 999-00 2 57 33	1 10 20 9 17 20 39 29 45.8	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5% 15.3%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8% 16.3%  Distr 1997-98 25.4% 16.2%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6% 16.4%  ict Percent 1998-99 23.1% 17.1%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6% 17.4%  ages 1999-00 28.1% 16.3%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9% 20.0%  2000-01 29.3% 13.5%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 16 11 26 23 46 32 28 45.0	0 18 14 20 22 36 34 28 44.9 Distr 997-98 1 58 37 28	1 15 14 13 26 28 36 26 45.2 sict Count 998-99 1 50 37 24	2 10 17 6 18 27 34 24 45.7 s 999-00 2 57 33 19	1 10 20 9 17 20 39 29 45.8	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5% 15.3% 1996-97 23.9% 14.8% 15.2%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8% 16.3%  Distr 1997-98 25.4% 16.2% 12.3%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6% 16.4%  ict Percent 1998-99 23.1% 17.1% 11.1%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6% 17.4%  ages 1999-00 28.1% 16.3% 9.4%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9% 20.0%  2000-01 29.3% 13.5% 11.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 16 11 26 23 46 32 28 45.0 1996-97 1 55 34 35 24	0 18 14 20 22 36 34 28 44.9 Distr 997-98 1 58 37 28 25	1 15 14 13 26 28 36 26 45.2 cict Count 998-99 1 50 37 24 28	2 10 17 6 18 27 34 24 45.7 s 999-00 2 57 33 19 25	1 10 20 9 17 20 39 29 45.8	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5% 15.3%  1996-97   23.9% 14.8% 15.2% 10.4%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8% 16.3%  Distr 1997-98 16.2% 12.3% 11.0%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6% 16.4%  16.14%  11.1% 13.0%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6% 17.4%  1999-00 28.1% 16.3% 9.4% 12.3%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9% 20.0%  2000-01 29.3% 13.5% 11.4% 9.2%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 16 11 26 23 46 32 28 45.0 1996-97 1 55 34 35 24 16	0 18 14 20 22 36 34 28 44.9 Distr 997-98 1 58 37 28 25 19	1 15 14 13 26 28 36 26 45.2 iict Count 998-99 1 50 37 24 28 20	2 10 17 6 18 27 34 24 45.7 s 999-00 2 57 33 19 25 16	1 10 20 9 17 20 39 29 45.8 2000-01 67 31 26 21 20	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5% 15.3% 1996-97 23.9% 14.8% 15.2% 10.4% 7.0%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8% 16.3%  Distr 1997-98 25.4% 16.2% 12.3% 11.0% 8.3%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6% 16.4%  ict Percent 1998-99 23.1% 17.1% 11.1% 13.0% 9.3%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6% 17.4%  18.1% 16.3% 9.4% 12.3% 7.9%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9% 20.0%  2000-01 29.3% 13.5% 11.4% 9.2% 8.7%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 16 11 26 23 46 32 28 45.0 1996-97 1 55 34 35 24	0 18 14 20 22 36 34 28 44.9 Distr 997-98 1 58 37 28 25	1 15 14 13 26 28 36 26 45.2 cict Count 998-99 1 50 37 24 28	2 10 17 6 18 27 34 24 45.7 s 999-00 2 57 33 19 25	1 10 20 9 17 20 39 29 45.8	0.5% 8.7% 6.0% 14.2% 12.6% 25.1% 17.5% 15.3%  1996-97   23.9% 14.8% 15.2% 10.4%	0.0% 10.5% 8.1% 11.6% 12.8% 20.9% 19.8% 16.3%  Distr 1997-98 16.2% 12.3% 11.0%	0.6% 9.4% 8.8% 8.2% 16.4% 17.6% 22.6% 16.4%  16.14%  11.1% 13.0%	1.4% 7.2% 12.3% 4.3% 13.0% 19.6% 24.6% 17.4%  1999-00 28.1% 16.3% 9.4% 12.3%	6.9% 13.8% 6.2% 11.7% 13.8% 26.9% 20.0%  2000-01 29.3% 13.5% 11.4% 9.2%

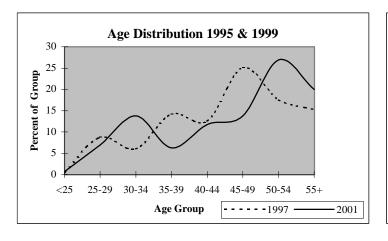
# District Report for: FAYETTE COUNTY

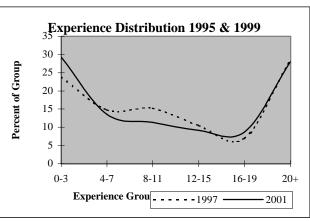
		District Counts					District Rates				
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	43	42	55	23	-		15.9%	15.8%	21.7%	9.7%	-
Attrition from Transfers	17	2	8	2	-		6.3%	0.8%	3.1%	0.8%	-
Attrition from Exits	26	40	47	21	-		9.6%	15.0%	18.5%	8.8%	-
Teacher Attrition	37	40	49	20	-		16.1%	17.5%	22.7%	9.9%	-
Attrition from Transfers	15	1	5	2	-		6.5%	0.4%	2.3%	1.0%	-
Attrition from Exits	22	39	44	18	-		9.6%	17.1%	20.4%	8.9%	-
District Retention											
<b>Educator Retention</b>	227	224	199	215	-		84.1%	84.2%	78.3%	90.3%	-
Teacher Retention	193	188	167	183	-		83.9%	82.5%	77.3%	90.1%	-

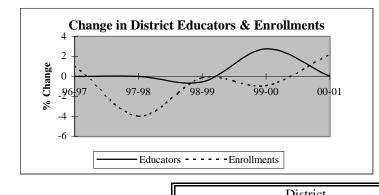
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	71.6%	5.9%	22.5%					
1 Year of Experience	65.8%	2.7%	31.5%					
2 Years of Experience	83.1%	3.4%	13.6%					
3 Years of Experience	81.5%	0.0%	18.5%					
4 Years of Experience	80.4%	2.0%	17.6%					
5 Years of Experience	79.2%	2.1%	18.8%					

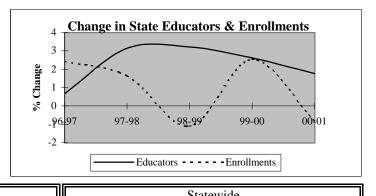
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	15.9%	21.3%	23.4%	28.0%	29.2%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	3.5%	6.9%	9.0%	3.8%	6.7%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	2.6%	0.4%	2.4%	1.3%	1.9%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	85.9%	85.7%	86.6%	84.5%	80.5%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	11.5%	13.9%	11.0%	14.3%	17.6%		8.6%	9.3%	9.4%	11.0%	10.3%	









<u> </u>	District					Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators										
Student to Educator Ratio	13.9	13.4	13.4	13.0	13.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.9	15.5	15.5	14.9	15.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	0	-1	5	0	-	-	-	-	-
% Change in Educators	0.0%	0.0%	-0.5%	2.8%	0.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	27	-101	-3	-23	53	-	-	-	-	-
% Change in Enrollment	1.1%	-4.0%	-0.1%	-0.9%	2.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.5%	8.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.8%	3.8%	3.9%	3.8%	3.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.2%	9.9%	9.4%	9.1%	9.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.6%	0.6%	0.6%	1.1%	1.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	14.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	43.7	43.9	43.6	43.5	43.3	43.5	43.6	43.7	43.9
Average Experience	15.1	15.7	16.1	15.8	15.5	13.8	13.7	13.7	13.4	13.3
Average Salary	29,540	29,696	30,858	31,585	31,415	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.6%	0.6%	0.6%	0.6%	0.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.4%	78.3%	80.9%	80.2%	80.1%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.5%	7.6%	7.0%	6.8%	7.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.2%	na	0.2%	0.1%	0.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.6%	0.9%	0.5%	0.7%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

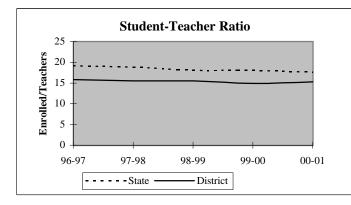
		Dis	strict Cou	nts		District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	182	182	181	186	186	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	171	176	171	169	173	94.0%	96.7%	94.5%	90.9%	93.0%
Newly Hired	11	6	10	17	13	6.0%	3.3%	5.5%	9.1%	7.0%
Transfers In	1	1	0	0	1	9.1%	16.7%	0.0%	0.0%	7.7%
Reentrants	4	2	4	4	4	36.4%	33.3%	40.0%	23.5%	30.8%
First Time Educators	6	3	6	13	8	54.5%	50.0%	60.0%	76.5%	61.5%
Total Exiting Next Year	6	11	12	13	-	3.3%	6.0%	6.6%	7.0%	-
Transfers Out	0	3	1	1	-	0.0%	27.3%	8.3%	7.7%	-
Leave Tennessee Educ.	6	8	11	12	-	100.0%	72.7%	91.7%	92.3%	-

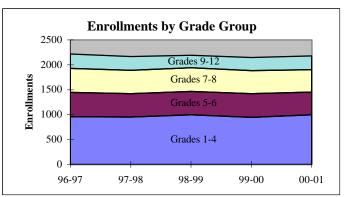
Dynamics Rates		District Rates							
District Attrition	3.3%	6.0%	6.6%	7.0%	-				
Transfers In/Out	nc	0.33	0.00	0.00	-				

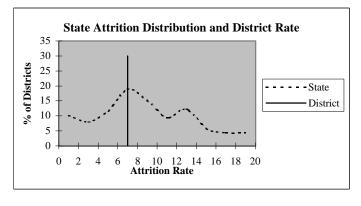
## District Report for: FENTRESS COUNTY

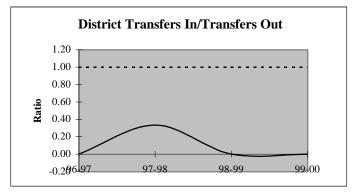
		Dis	trict Coun	ts		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	182	182	181	186	186	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	7	7	3.8%	3.8%	3.9%	3.8%	3.8%
Professional Staff	15	18	17	17	18	8.2%	9.9%	9.4%	9.1%	9.7%
Total Teachers	160	157	157	162	161	87.9%	86.3%	86.7%	87.1%	86.6%
Special Education	12	12	11	11	12	7.5%	7.6%	7.0%	6.8%	7.5%
Pre-K & Kindergarten	16	16	15	16	18	10.0%	10.2%	9.6%	9.9%	11.2%
Elementary (1-4)	68	69	70	69	65	42.5%	43.9%	44.6%	42.6%	40.4%
Middle School (5-6)	22	16	17	21	23	13.8%	10.2%	10.8%	13.0%	14.3%
Jr. High (7-8)	18	22	21	21	21	11.3%	14.0%	13.4%	13.0%	13.0%
High School (9-12)	24	22	23	24	22	15.0%	14.0%	14.6%	14.8%	13.7%
Business	1	1	1	1	1	4.2%	4.5%	4.3%	4.2%	4.5%
Language Arts	2	2	2	2	1	8.3%	9.1%	8.7%	8.3%	4.5%
Social Studies	1	0	1	2	3	4.2%	0.0%	4.3%	8.3%	13.6%
Foreign Language	0	1	1	1	1	0.0%	4.5%	4.3%	4.2%	4.5%
Mathematics	2	2	3	3	3	8.3%	9.1%	13.0%	12.5%	13.6%
Science	1	2	2	2	2	4.2%	9.1%	8.7%	8.3%	9.1%
Vocational Education	3	3	3	2	3	12.5%	13.6%	13.0%	8.3%	13.6%
Other High School	14	11	10	11	8	58.3%	50.0%	43.5%	45.8%	36.4%
Total Enrollments	2,536	2,435	2,432	2,409	2,462	100.0%	100.0%	100.0%	100.0%	100.0%
Dro V & V	202	249	210	242	266	11 50/	10.20/	0.00/	10.00/	10.20/

Total Enrollments	2,536	2,435	2,432	2,409	2,462	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	292	248	219	242	266	11.5%	10.2%	9.0%	10.0%	10.8%
Grades 1-4	959	954	997	945	993	37.8%	39.2%	41.0%	39.2%	40.3%
Grades 5-6	485	468	466	475	461	19.1%	19.2%	19.2%	19.7%	18.7%
Grades 7-8	485	469	480	463	451	19.1%	19.3%	19.7%	19.2%	18.3%
Grades 9-12	288	274	250	266	271	11.4%	11.3%	10.3%	11.0%	11.0%
Ungraded	27	22	20	18	20	1.1%	0.9%	0.8%	0.7%	0.8%









**District Counts** 

District Percentages

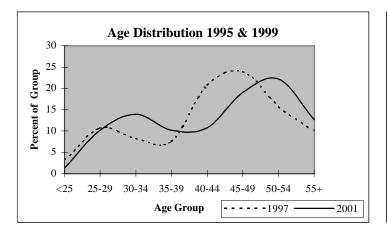
		DISC	rict Coun	ıs			Disti	ict Percent	ages	
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender					,					
Administrative	6	6	6	6	6	3.3%	3.4%	3.4%	3.3%	3.3%
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
White - Males	6	6	6	6	5	100.0%	100.0%	100.0%	100.0%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	15	18	17	17	18	8.3%	10.1%	9.6%	9.3%	9.9%
White - Females	11	14	13	12	13	73.3%	77.8%	76.5%	70.6%	72.2%
White - Males	4	4	4	4	4	26.7%	22.2%	23.5%	23.5%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.6%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	159	155	155	159	158	88.3%	86.6%	87.1%	87.4%	86.8%
White - Females	125	121	125	128	127	78.6%	78.1%	80.6%	80.5%	80.4%
White - Males	33	33	29	30	30	20.8%	21.3%	18.7%	18.9%	19.0%
Black - Females	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Coun	ts			Distr	rict Percenta	ages	
Teachers by Age Group	1996-97 1			1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group	11 1 2 2 2 2 7 7 11 1		レフノローフフロコ							
	_الــــــــــــــــــــــــــــــــــــ							2.5%	3 1%	1 3%
Up to 24	5	3	4	5	2	3.1%	1.9%	2.5% 10.2%	3.1%	1.3%
Up to 24 25-29	5 17	3 18	4 16	5 16	2 16	3.1% 10.7%	1.9% 11.5%	10.2%	10.0%	10.1%
Up to 24 25-29 30-34	5 17 13	3 18 13	4 16 17	5 16 18	2 16 22	3.1% 10.7% 8.2%	1.9% 11.5% 8.3%	10.2% 10.8%	10.0% 11.3%	10.1% 13.9%
Up to 24 25-29 30-34 35-39	5 17 13 12	3 18 13 11	4 16 17 12	5 16 18 16	2 16 22 16	3.1% 10.7% 8.2% 7.5%	1.9% 11.5% 8.3% 7.1%	10.2% 10.8% 7.6%	10.0% 11.3% 10.0%	10.1% 13.9% 10.1%
Up to 24 25-29 30-34 35-39 40-45	5 17 13 12 33	3 18 13 11 25	4 16 17 12 17	5 16 18 16 16	2 16 22 16 17	3.1% 10.7% 8.2% 7.5% 20.8%	1.9% 11.5% 8.3% 7.1% 16.0%	10.2% 10.8% 7.6% 10.8%	10.0% 11.3% 10.0% 10.0%	10.1% 13.9% 10.1% 10.8%
Up to 24 25-29 30-34 35-39 40-45 45-49	5 17 13 12 33 38	3 18 13 11 25 39	4 16 17 12 17 42	5 16 18 16 16 34	2 16 22 16 17 30	3.1% 10.7% 8.2% 7.5% 20.8% 23.9%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0%	10.2% 10.8% 7.6% 10.8% 26.8%	10.0% 11.3% 10.0% 10.0% 21.3%	10.1% 13.9% 10.1% 10.8% 19.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	5 17 13 12 33 38 25	3 18 13 11 25 39 29	4 16 17 12 17 42 29	5 16 18 16 16 34 36	2 16 22 16 17 30 35	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	5 17 13 12 33 38 25 16	3 18 13 11 25 39 29 18	4 16 17 12 17 42 29 20	5 16 18 16 16 34 36 19	2 16 22 16 17 30 35 20	3.1% 10.7% 8.2% 7.5% 20.8% 23.9%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0%	10.2% 10.8% 7.6% 10.8% 26.8%	10.0% 11.3% 10.0% 10.0% 21.3%	10.1% 13.9% 10.1% 10.8% 19.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	5 17 13 12 33 38 25	3 18 13 11 25 39 29	4 16 17 12 17 42 29	5 16 18 16 16 34 36	2 16 22 16 17 30 35	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	5 17 13 12 33 38 25 16	3 18 13 11 25 39 29 18	4 16 17 12 17 42 29 20	5 16 18 16 16 34 36 19	2 16 22 16 17 30 35 20	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	5 17 13 12 33 38 25 16	3 18 13 11 25 39 29 18 43.7	4 16 17 12 17 42 29 20	5 16 18 16 16 34 36 19 43.6	2 16 22 16 17 30 35 20	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6% 11.5%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5% 11.9%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	5 17 13 12 33 38 25 16	3 18 13 11 25 39 29 18 43.7	4 16 17 12 17 42 29 20 43.9	5 16 18 16 16 34 36 19 43.6	2 16 22 16 17 30 35 20 43.5	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7% 10.1%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6% 11.5%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5% 12.7%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5% 11.9%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	5 17 13 12 33 38 25 16 43.1	3 18 13 11 25 39 29 18 43.7	4 16 17 12 17 42 29 20 43.9	5 16 18 16 16 34 36 19 43.6	2 16 22 16 17 30 35 20 43.5	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7% 10.1%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6% 11.5% Distr	10.2% 10.8% 7.6% 10.8% 26.8% 18.5% 12.7%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5% 11.9%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2% 12.7%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	5 17 13 12 33 38 25 16 43.1	3 18 13 11 25 39 29 18 43.7	4 16 17 12 17 42 29 20 43.9	5 16 18 16 16 34 36 19 43.6	2 16 22 16 17 30 35 20 43.5	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7% 10.1%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6% 11.5%  Distr 1997-98 14.0%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5% 12.7%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5% 11.9% ages 1999-00	10.1% 13.9% 10.1% 10.8% 19.0% 22.2% 12.7% 2000-01 16.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	5 17 13 12 33 38 25 16 43.1	3 18 13 11 25 39 29 18 43.7 Dist	4 16 17 12 17 42 29 20 43.9	5 16 18 16 16 34 36 19 43.6	2 16 22 16 17 30 35 20 43.5	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7% 10.1%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6% 11.5%  Distr 1997-98 14.0% 12.7%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5% 12.7% rict Percenta 1998-99	10.0% 11.3% 10.0% 10.0% 21.3% 22.5% 11.9% 16.0% 12.3%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2% 12.7% 2000-01 16.1% 14.3%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	5 17 13 12 33 38 25 16 43.1	3 18 13 11 25 39 29 18 43.7 Dist	4 16 17 12 17 42 29 20 43.9 rict Count 1998-99	5 16 18 16 16 34 36 19 43.6	2 16 22 16 17 30 35 20 43.5	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7% 10.1% 1996-97 16.9% 14.4% 6.3%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6% 11.5%  Distr 1997-98 14.0% 12.7% 9.6%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5% 12.7% ict Percenta 1998-99 12.1% 15.9% 10.2%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5% 11.9%  ages 1999-00 16.0% 12.3% 11.1%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2% 12.7%  2000-01  16.1% 14.3% 13.7%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	5 17 13 12 33 38 25 16 43.1 1996-97 1 27 23 10 15	3 18 13 11 25 39 29 18 43.7 Dist 997-98	4 16 17 12 17 42 29 20 43.9 rict Count 1998-99 1 25 16 11	5 16 18 16 16 34 36 19 43.6	2 16 22 16 17 30 35 20 43.5	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7% 10.1%  1996-97  16.9% 14.4% 6.3% 9.4%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6% 11.5%  Distr 1997-98 14.0% 12.7% 9.6% 10.2%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5% 12.7%  12.1% 15.9% 10.2% 7.0%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5% 11.9%  16.0% 12.3% 11.1% 7.4%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2% 12.7%  2000-01 16.1% 14.3% 13.7% 6.2%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	5 17 13 12 33 38 25 16 43.1 1996-97 1 27 23 10 15 20	3 18 13 11 25 39 29 18 43.7 Dist 997-98	4 16 17 12 17 42 29 20 43.9 rict Count 1998-99 1 25 16 11 17	5 16 18 16 16 34 36 19 43.6 ts 1999-00 2 26 20 18 12 14	2 16 22 16 17 30 35 20 43.5 2000-01 26 23 22 10 13	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7% 10.1%  1996-97  16.9% 14.4% 6.3% 9.4% 12.5%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6% 11.5%  Distr 1997-98  14.0% 12.7% 9.6% 10.2% 10.2%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5% 12.7%  12.7%  10.2% 10.2% 10.2% 10.8%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5% 11.9%  16.0% 12.3% 11.1% 7.4% 8.6%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2% 12.7%  2000-01 16.1% 14.3% 13.7% 6.2% 8.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	5 17 13 12 33 38 25 16 43.1 1996-97 1 27 23 10 15	3 18 13 11 25 39 29 18 43.7 Dist 997-98	4 16 17 12 17 42 29 20 43.9 rict Count 1998-99 1 25 16 11	5 16 18 16 16 34 36 19 43.6	2 16 22 16 17 30 35 20 43.5	3.1% 10.7% 8.2% 7.5% 20.8% 23.9% 15.7% 10.1%  1996-97  16.9% 14.4% 6.3% 9.4%	1.9% 11.5% 8.3% 7.1% 16.0% 25.0% 18.6% 11.5%  Distr 1997-98 14.0% 12.7% 9.6% 10.2%	10.2% 10.8% 7.6% 10.8% 26.8% 18.5% 12.7%  12.1% 15.9% 10.2% 7.0%	10.0% 11.3% 10.0% 10.0% 21.3% 22.5% 11.9%  16.0% 12.3% 11.1% 7.4%	10.1% 13.9% 10.1% 10.8% 19.0% 22.2% 12.7%  2000-01 16.1% 14.3% 13.7% 6.2%

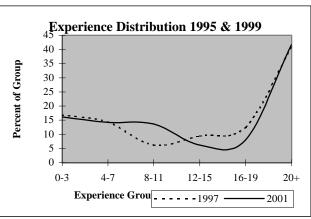
		Distr	ict Counts			District Rates				
Attrition	1996-97 19	97-98 19	998-99 19	99-00 2	000-01	1996-9	7 1997-98	1998-99	1999-00	2000-01
Educator Attrition	6	11	12	13	-	3.3	% 6.0%	6.6%	7.0%	-
Attrition from Transfers	0	3	1	1	-	0.0	% 1.6%	0.6%	0.5%	-
Attrition from Exits	6	8	11	12	-	3.3	% 4.4%	6.1%	6.5%	-
Teacher Attrition	5	11	9	10	-	3.1	% 7.0%	5.7%	6.2%	-
Attrition from Transfers	0	3	1	1	-	0.0	% 1.9%	0.6%	0.6%	-
Attrition from Exits	5	8	8	9	-	3.1	% 5.1%	5.1%	5.6%	-
District Retention										
<b>Educator Retention</b>	176	171	169	173	-	96.7	% 94.0%	93.4%	93.0%	-
Teacher Retention	155	146	148	152	-	96.9	% 93.0%	94.3%	93.8%	-

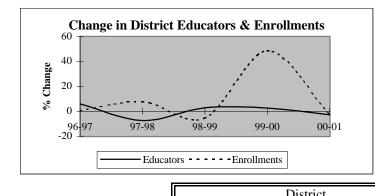
Teacher Retention	Di	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	71.8%	7.7%	20.5%				
1 Year of Experience	92.6%	3.7%	3.7%				
2 Years of Experience	88.9%	3.7%	7.4%				
3 Years of Experience	96.3%	0.0%	3.7%				
4 Years of Experience	100.0%	0.0%	0.0%				
5 Years of Experience	96.3%	0.0%	3.7%				

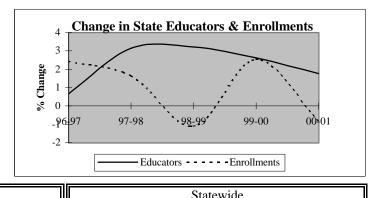
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	8.1%	8.9%	11.6%	16.2%	18.4%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	4.5%	5.2%	8.2%	8.4%	6.3%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	1.1%	1.1%	0.6%	0.5%	1.6%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	93.4%	96.2%	93.9%	90.3%	91.4%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.5%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	5.5%	2.7%	5.5%	9.1%	6.5%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									<del></del> _
Student to Educator Ratio	9.5	11.1	10.2	14.8	14.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	10.8	12.3	11.5	16.5	17.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	24	-33	11	11	-12	-	-	-	-	-
% Change in Educators	5.8%	-7.6%	2.7%	2.7%	-2.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	24	320	-242	2,061	-181	-	-	-	-	-
% Change in Enrollment:	0.6%	7.7%	-5.4%	48.5%	-2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	0.2%	0.2%	0.5%	6.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.7%	3.5%	3.9%	3.8%	4.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.2%	6.4%	7.0%	6.3%	10.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.3%	3.6%	3.8%	3.9%	4.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	6.3%	7.1%	6.3%	6.3%	10.5%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	43.8%	35.7%	37.5%	37.5%	36.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.0	42.7	42.7	42.6	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.2	13.2	12.9	12.7	12.8	13.8	13.7	13.7	13.4	13.3
Average Salary	29,274	30,010	31,855	32,642	32,863	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.0%	3.4%	3.7%	3.8%	3.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.0%	80.5%	81.6%	79.4%	79.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.6%	8.8%	9.5%	10.4%	7.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	7.9%	na	8.1%	8.2%	8.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	1.7%	0.6%	0.6%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%

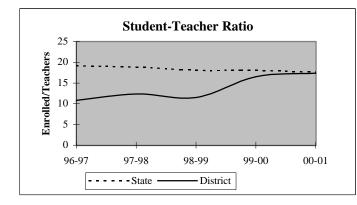
		District Counts						District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	437	404	415	426	414		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	380	369	369	377	375		87.0%	91.3%	88.9%	88.5%	90.6%	
Newly Hired	57	35	46	49	39	I	13.0%	8.7%	11.1%	11.5%	9.4%	
Transfers In	8	5	4	9	3		14.0%	14.3%	8.7%	18.4%	7.7%	
Reentrants	15	4	12	12	17		26.3%	11.4%	26.1%	24.5%	43.6%	
First Time Educators	34	26	30	28	19		59.6%	74.3%	65.2%	57.1%	48.7%	
Total Exiting Next Year	68	35	38	51	=	I	15.6%	8.7%	9.2%	12.0%	-	
Transfers Out	13	5	3	9	-		19.1%	14.3%	7.9%	17.6%	-	
Leave Tennessee Educ.	55	30	35	42	_		80.9%	85.7%	92.1%	82.4%	_	

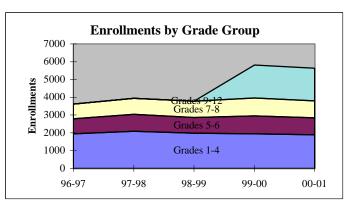
Dynamics Rates	District Rates									
District Attrition	15.6%	8.7%	9.2%	12.0%	-					
Transfers In/Out	0.62	1.00	1.33	1.00	-					

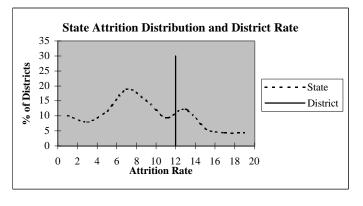
## District Report for: FRANKLIN COUNTY

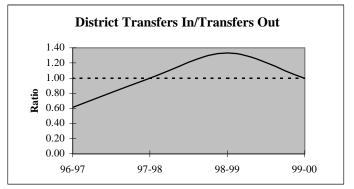
		Dist	rict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	437	404	415	426	414	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	16	14	16	16	19	3.7%	3.5%	3.9%	3.8%	4.6%	
Professional Staff	36	26	29	27	42	8.2%	6.4%	7.0%	6.3%	10.1%	
Total Teachers	385	364	370	383	353	88.1%	90.1%	89.2%	89.9%	85.3%	
Special Education	37	32	35	40	28	9.6%	8.8%	9.5%	10.4%	7.9%	
Pre-K & Kindergarten	18	22	22	23	27	4.7%	6.0%	5.9%	6.0%	7.6%	
Elementary (1-4)	123	115	115	120	126	31.9%	31.6%	31.1%	31.3%	35.7%	
Middle School (5-6)	50	47	50	57	44	13.0%	12.9%	13.5%	14.9%	12.5%	
Jr. High (7-8)	61	59	54	51	40	15.8%	16.2%	14.6%	13.3%	11.3%	
High School (9-12)	96	89	94	92	88	24.9%	24.5%	25.4%	24.0%	24.9%	
Business	4	2	2	3	5	4.2%	2.2%	2.1%	3.3%	5.7%	
Language Arts	11	9	10	10	13	11.5%	10.1%	10.6%	10.9%	14.8%	
Social Studies	8	7	8	7	8	8.3%	7.9%	8.5%	7.6%	9.1%	
Foreign Language	6	4	5	6	5	6.3%	4.5%	5.3%	6.5%	5.7%	
Mathematics	8	8	8	9	12	8.3%	9.0%	8.5%	9.8%	13.6%	
Science	9	7	10	10	9	9.4%	7.9%	10.6%	10.9%	10.2%	
Vocational Education	22	24	23	21	23	22.9%	27.0%	24.5%	22.8%	26.1%	
Other High School	28	28	28	26	13	29.2%	31.5%	29.8%	28.3%	14.8%	
Total Enrollments	4 172	4.402	4 250	6 311	6 130	100.0%	100 0%	100 0%	100.0%	100 0%	

Total Enrollments	4,172	4,492	4,250	6,311	6,130	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	455	475	429	461	459	10.9%	10.6%	10.1%	7.3%	7.5%
Grades 1-4	1,935	2,079	1,977	1,938	1,886	46.4%	46.3%	46.5%	30.7%	30.8%
Grades 5-6	846	966	880	1,013	963	20.3%	21.5%	20.7%	16.1%	15.7%
Grades 7-8	838	894	927	1,001	946	20.1%	19.9%	21.8%	15.9%	15.4%
Grades 9-12	0	0	0	1,857	1,842	0.0%	0.0%	0.0%	29.4%	30.0%
Ungraded	98	78	37	41	34	2.3%	1.7%	0.9%	0.6%	0.6%









		Distr	rict Count	S		District Percentages				
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender										
Administrative	16	14	16	16	19	3.8%	3.6%	4.0%	3.9%	4.8%
White - Females	7	5	6	6	7	43.8%	35.7%	37.5%	37.5%	36.8%
White - Males	8	8	9	9	10	50.0%	57.1%	56.3%	56.3%	52.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	2	6.3%	7.1%	6.3%	6.3%	10.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	35	25	28	26	41	8.3%	6.4%	7.0%	6.3%	10.4%
White - Females	27	21	24	22	35	77.1%	84.0%	85.7%	84.6%	85.4%
White - Males	6	3	3	3	5	17.1%	12.0%	10.7%	11.5%	12.2%
Black - Females	2	0	0	0	0	5.7%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	4.0%	3.6%	3.8%	2.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	370	352	356	370	336	87.9%	90.0%	89.0%	89.8%	84.8%
White - Females	289	276	281	285	262	78.1%	78.4%	78.9%	77.0%	78.0%
White - Males	70	64	62	71	61	18.9%	18.2%	17.4%	19.2%	18.2%
Black - Females	9	10	12	12	13	2.4%	2.8%	3.4%	3.2%	3.9%
Black - Males	2	2	1	1	0	0.5%	0.6%	0.3%	0.3%	0.0%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	0.3%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	l <del>-</del>									
Age Distribution			rict Count					ict Percenta		
Teachers by Age Group	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98		1999-00	2000-01
Up to 24	6	6	7	10	5	1.7%	1.8%	2.1%	2.9%	1.6%
25-29	52	48	54	47	34	14.6%	14.3%	16.1%	13.7%	11.0%
30-34	31	31	32	43	49	8.7%	9.3%	9.6%	12.5%	15.9%
35-39	35	36	28	31	27	9.8%	10.7%	8.4%	9.0%	8.8%
40-45	54	47	43	42	36	15.1%	14.0%	12.8%	12.2%	11.7%
45-49	87	80	75	70	54	24.4%	23.9%	22.4%	20.4%	17.5%
50-54	40	46	54	59	60	11.2%	13.7%	16.1%	17.2%	22.4%
55+					69					11.0%
	52	41	42	41	34	14.6%	12.2%	12.5%	12.0%	11.070
Average Age	52 43.0							12.5%	12.0%	11.070
Average Age		41	42	41	34			12.5%	12.0%	11.070
Average Age		41	42	41	34			12.5%	12.0%	11.070
Average Age  Experience Distribution		41 42.7	42	41 42.6	34		12.2%	12.5%		11.070
Experience Distribution	43.0	41 42.7 Distr	42 42.7 rict Count	41 42.6 s	34 43.0	14.6%	12.2% Distr	ict Percenta		
Experience Distribution Teachers by Experience	43.0	41 42.7 Distr 997-98 1	42 42.7 rict Count 998-99 1	41 42.6 s 999-00 2	34 43.0 000-01	14.6% 1996-97	12.2%  Distr 1997-98	ict Percenta	ges 1999-00	2000-01
Experience Distribution	43.0 1996-97 1 86	41 42.7 Distr 997-98 1 84	42 42.7 rict Count 998-99 1 92	41 42.6 s 999-00 2 107	34 43.0 000-01 81	14.6% 1996-97 22.3%	12.2%  Distr 1997-98 23.1%	ict Percenta 1998-99 24.9%	ges 1999-00 27.9%	2000-01 22.9%
Experience Distribution Teachers by Experience 0-3 Years	43.0 1996-97 1 86 56	41 42.7 Distr 997-98 1 84 53	42 42.7 Fict Count 998-99 1 92 59	41 42.6 s 999-00 2 107 54	34 43.0 000-01 81 63	14.6% 1996-97	12.2%  Distr 1997-98	ict Percenta 1998-99 24.9% 15.9%	ges 1999-00 27.9% 14.1%	2000-01 22.9% 17.8%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	43.0 1996-97 1 86	41 42.7 Distr 997-98 1 84	42 42.7 rict Count 998-99 1 92	41 42.6 s 999-00 2 107	34 43.0 000-01 81	14.6% 1996-97 22.3% 14.5%	Distr 1997-98 23.1% 14.6%	ict Percenta 1998-99 24.9%	ges 1999-00 27.9%	2000-01 22.9%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	43.0 1996-97 1 86 56 38	41 42.7 Distr 997-98 1 84 53 36	42 42.7 Fict Count 998-99 1 92 59 25	41 42.6 8 999-00 2 107 54 32	34 43.0 000-01 81 63 38	14.6% 1996-97 22.3% 14.5% 9.9%	Distr 1997-98 23.1% 14.6% 9.9%	ict Percenta 1998-99 24.9% 15.9% 6.8%	ges 1999-00 27.9% 14.1% 8.4%	2000-01 22.9% 17.8% 10.8%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	43.0 1996-97 1 86 56 38 37	41 42.7 Distr 997-98 1 84 53 36 31	42 42.7 rict Count 998-99 1 92 59 25 36	41 42.6 s 999-00 2 107 54 32 36	34 43.0 000-01 81 63 38 30	14.6% 1996-97 22.3% 14.5% 9.9% 9.6%	Distr 1997-98 23.1% 14.6% 9.9% 8.5%	ict Percenta 1998-99 24.9% 15.9% 6.8% 9.7%	ges 1999-00 27.9% 14.1% 8.4% 9.4%	2000-01 22.9% 17.8% 10.8% 8.5%

Average Experience

13.2

13.2

12.7

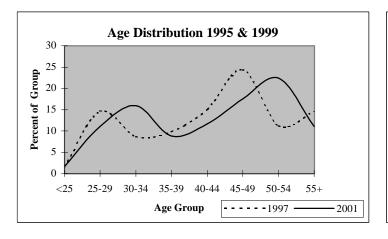
12.8

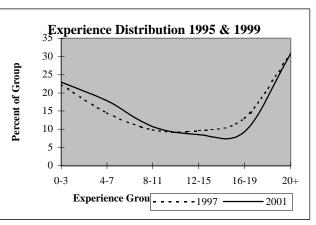
	District Counts						District Rates					
Attrition	1996-97	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	68	35	38	51	-	Ĺ	15.6%	8.7%	9.2%	12.0%	-	
Attrition from Transfers	13	5	3	9	-		3.0%	1.2%	0.7%	2.1%	-	
Attrition from Exits	55	30	35	42	-		12.6%	7.4%	8.4%	9.9%	-	
Teacher Attrition	53	31	34	44	-		13.8%	8.5%	9.2%	11.5%	-	
Attrition from Transfers	12	5	3	9	-		3.1%	1.4%	0.8%	2.3%	-	
Attrition from Exits	41	26	31	35	-		10.6%	7.1%	8.4%	9.1%	-	
District Retention												
<b>Educator Retention</b>	369	369	377	375	-		84.4%	91.3%	90.8%	88.0%	-	
Teacher Retention	332	333	336	339	-		86.2%	91.5%	90.8%	88.5%	-	

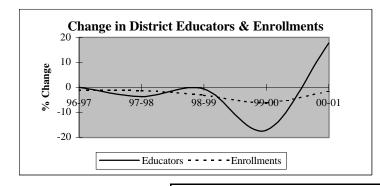
Teacher Retention	D:	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	82.6%	6.0%	11.4%
1 Year of Experience	82.9%	4.5%	12.6%
2 Years of Experience	84.8%	2.2%	13.0%
3 Years of Experience	88.6%	3.4%	8.0%
4 Years of Experience	93.3%	1.3%	5.3%
5 Years of Experience	85.3%	2.7%	12.0%

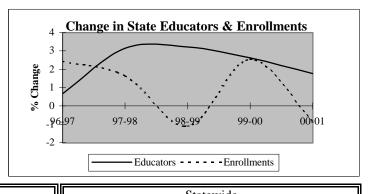
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	10.1%	14.4%	19.0%	21.3%	20.7%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	5.4%	8.4%	12.6%	11.9%	11.1%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	1.8%	3.5%	1.7%	2.6%	1.7%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	86.7%	89.1%	88.0%	86.6%	89.6%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.2%	0.5%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	11.4%	7.4%	10.1%	10.3%	8.7%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	'S									<u> </u>	
Student to Educator Ratio	13.8	14.2	13.8	15.7	13.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.1	17.3	17.0	19.6	16.0	19.2	18.8	18.1	18.0	17.6	
Change in Educators	0	-6	-1	-27	23	-	-	-	-	-	
% Change in Educators	0.0%	-3.7%	-0.6%	-17.2%	17.7%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-28	-28	-71	-135	-35	-	-	-	-	-	
% Change in Enrollment:	-1.2%	-1.2%	-3.2%	-6.2%	-1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.6%	0.0%	0.0%	0.0%	3.9%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.5%	5.7%	5.7%	6.9%	5.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	13.4%	12.0%	12.7%	13.1%	12.4%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	22.4%	21.6%	21.0%	20.8%	18.4%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	44.4%	55.6%	44.4%	44.4%	44.4%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	11.1%	11.1%	22.2%	22.2%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.3	44.6	44.8	46.0	46.0	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.3	15.1	14.3	14.8	13.7	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,745	31,249	31,196	32,367	31,658	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	22.0%	19.8%	19.8%	19.8%	16.7%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	72.2%	76.2%	71.1%	74.0%	75.2%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.5%	11.5%	10.9%	10.6%	11.2%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	54.2%	na	57.9%	60.8%	63.0%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.5%	0.6%	0.7%	1.0%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%	

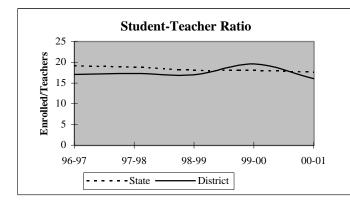
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	164	158	157	130	153		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	147	139	126	111	127		89.6%	88.0%	80.3%	85.4%	83.0%
Newly Hired	17	19	31	19	26	Ш	10.4%	12.0%	19.7%	14.6%	17.0%
Transfers In	5	2	4	4	2		29.4%	10.5%	12.9%	21.1%	7.7%
Reentrants	3	8	6	5	7		17.6%	42.1%	19.4%	26.3%	26.9%
First Time Educators	9	9	21	10	17		52.9%	47.4%	67.7%	52.6%	65.4%
Total Exiting Next Year	25	32	46	3	-	Ш	15.2%	20.3%	29.3%	2.3%	-
Transfers Out	5	14	14	0	-		20.0%	43.8%	30.4%	0.0%	=
Leave Tennessee Educ.	20	18	32	3	-		80.0%	56.3%	69.6%	100.0%	-

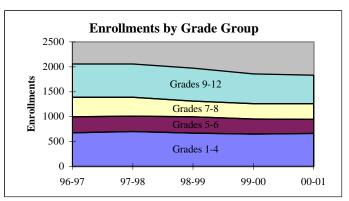
Dynamics Rates	District Rates							
District Attrition	15.2%	20.3%	29.3%	2.3%	-			
Transfers In/Out	1.00	0.14	0.29	nc	-			

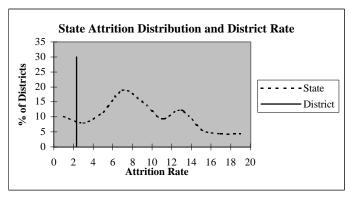
## District Report for: HUMBOLDT

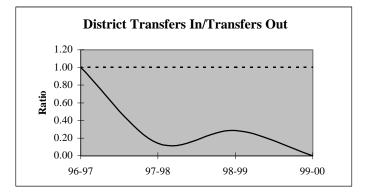
		Dist	rict Count	S		District Percentages					
Profile by Position	1996-97 19	997-98	1998-99 1	999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	164	158	157	130	153	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	9	9	9	9	9	5.5%	5.7%	5.7%	6.9%	5.9%	
Professional Staff	22	19	20	17	19	13.4%	12.0%	12.7%	13.1%	12.4%	
Total Teachers	133	130	128	104	125	81.1%	82.3%	81.5%	80.0%	81.7%	
Special Education	14	15	14	11	14	10.5%	11.5%	10.9%	10.6%	11.2%	
Pre-K & Kindergarten	10	9	8	7	12	7.5%	6.9%	6.3%	6.7%	9.6%	
Elementary (1-4)	41	40	38	37	39	30.8%	30.8%	29.7%	35.6%	31.2%	
Middle School (5-6)	16	16	15	9	12	12.0%	12.3%	11.7%	8.7%	9.6%	
Jr. High (7-8)	16	15	15	12	13	12.0%	11.5%	11.7%	11.5%	10.4%	
High School (9-12)	36	35	38	28	35	27.1%	26.9%	29.7%	26.9%	28.0%	
Business	2	1	2	1	1	5.6%	2.9%	5.3%	3.6%	2.9%	
Language Arts	6	5	5	3	5	16.7%	14.3%	13.2%	10.7%	14.3%	
Social Studies	4	2	3	3	3	11.1%	5.7%	7.9%	10.7%	8.6%	
Foreign Language	2	1	1	1	2	5.6%	2.9%	2.6%	3.6%	5.7%	
Mathematics	4	2	5	5	6	11.1%	5.7%	13.2%	17.9%	17.1%	
Science	3	3	2	3	4	8.3%	8.6%	5.3%	10.7%	11.4%	
Vocational Education	8	9	10	7	9	22.2%	25.7%	26.3%	25.0%	25.7%	
Other High School	7	12	10	5	5	19.4%	34.3%	26.3%	17.9%	14.3%	

Total Enrollments	2,271	2,243	2,172	2,037	2,002	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	196	175	179	158	157	8.6%	7.8%	8.2%	7.8%	7.8%
Grades 1-4	673	700	671	646	663	29.6%	31.2%	30.9%	31.7%	33.1%
Grades 5-6	324	309	325	307	281	14.3%	13.8%	15.0%	15.1%	14.0%
Grades 7-8	390	379	314	304	315	17.2%	16.9%	14.5%	14.9%	15.7%
Grades 9-12	670	667	663	602	571	29.5%	29.7%	30.5%	29.6%	28.5%
Ungraded	18	13	20	20	15	0.8%	0.6%	0.9%	1.0%	0.7%









**District Counts** 

District Percentages

	<u> </u>		rict Count				Disti	ict Percenta	iges		
Profile by	1996-97 19	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender											
Administrative	9	9	9	9	9	5.9%	6.1%	6.3%	7.5%	6.4%	
White - Females	0	0	1	1	1	0.0%	0.0%	11.1%	11.1%	11.1%	
White - Males	5	4	4	4	4	55.6%	44.4%	44.4%	44.4%	44.4%	
Black - Females	1	1	1	1	2	11.1%	11.1%	11.1%	11.1%	22.2%	
Black - Males	3	4	3	3	2	33.3%	44.4%	33.3%	33.3%	22.2%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	20	18	18	15	18	13.2%	12.2%	12.6%	12.5%	12.8%	
White - Females	14	13	12	11	13	70.0%	72.2%	66.7%	73.3%	72.2%	
White - Males	3	2	3	2	2	15.0%	11.1%	16.7%	13.3%	11.1%	
Black - Females	3	3	3	2	2	15.0%	16.7%	16.7%	13.3%	11.1%	
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.6%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	123	121	116	96	114	80.9%	81.8%	81.1%	80.0%	80.9%	
White - Females	68	72	66	58	72	55.3%	59.5%	56.9%	60.4%	63.2%	
White - Males	28	25	27	19	23	22.8%	20.7%	23.3%	19.8%	20.2%	
Black - Females	23	22	19	17	17	18.7%	18.2%	16.4%	17.7%	14.9%	
Black - Males	4	2	3	2	2	3.3%	1.7%	2.6%	2.1%	1.8%	
Other - Females	0	0	1	0	0	0.0%	0.0%	0.9%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
A an Distribution		Diete	rict Count				Diate	ot Domoonto			
Age Distribution	1006 07 1			s 999-00 2	000.01	District Percentages					
Teachers by Age Group	<u> </u>						1997-98	1998-99	1999-00	2000-01	
Up to 24	2	· ,	· ,	′,		1.7%	1.8%	1.9%	2.5%	2.2%	
25-29	0	2	2	2	2		7.00/	0.70/		7.00/	
20.24	9	8	10	5	7	7.5%	7.2%	9.7%	6.3%	7.9%	
30-34	9	8 8	10 8	5 6	7 9	7.5% 7.5%	7.2%	7.8%	6.3% 7.5%	10.1%	
35-39	9 18	8 8 14	10 8 9	5 6 7	7 9 6	7.5% 7.5% 15.0%	7.2% 12.6%	7.8% 8.7%	6.3% 7.5% 8.8%	10.1% 6.7%	
35-39 40-45	9 18 13	8 8 14 17	10 8 9 14	5 6 7 9	7 9 6 10	7.5% 7.5% 15.0% 10.8%	7.2% 12.6% 15.3%	7.8% 8.7% 13.6%	6.3% 7.5% 8.8% 11.3%	10.1% 6.7% 11.2%	
35-39 40-45 45-49	9 18 13 29	8 8 14 17 23	10 8 9 14 21	5 6 7 9 14	7 9 6 10 6	7.5% 7.5% 15.0% 10.8% 24.2%	7.2% 12.6% 15.3% 20.7%	7.8% 8.7% 13.6% 20.4%	6.3% 7.5% 8.8% 11.3% 17.5%	10.1% 6.7% 11.2% 6.7%	
35-39 40-45 45-49 50-54	9 18 13 29 27	8 8 14 17 23 25	10 8 9 14 21 24	5 6 7 9 14 23	7 9 6 10 6 32	7.5% 7.5% 15.0% 10.8% 24.2% 22.5%	7.2% 12.6% 15.3% 20.7% 22.5%	7.8% 8.7% 13.6% 20.4% 23.3%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8%	10.1% 6.7% 11.2% 6.7% 36.0%	
35-39 40-45 45-49	9 18 13 29	8 8 14 17 23	10 8 9 14 21	5 6 7 9 14	7 9 6 10 6	7.5% 7.5% 15.0% 10.8% 24.2%	7.2% 12.6% 15.3% 20.7%	7.8% 8.7% 13.6% 20.4%	6.3% 7.5% 8.8% 11.3% 17.5%	10.1% 6.7% 11.2% 6.7%	
35-39 40-45 45-49 50-54	9 18 13 29 27	8 8 14 17 23 25	10 8 9 14 21 24	5 6 7 9 14 23	7 9 6 10 6 32	7.5% 7.5% 15.0% 10.8% 24.2% 22.5%	7.2% 12.6% 15.3% 20.7% 22.5%	7.8% 8.7% 13.6% 20.4% 23.3%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8%	10.1% 6.7% 11.2% 6.7% 36.0%	
35-39 40-45 45-49 50-54 55+	9 18 13 29 27 13	8 8 14 17 23 25 14	10 8 9 14 21 24 15	5 6 7 9 14 23 14	7 9 6 10 6 32 17	7.5% 7.5% 15.0% 10.8% 24.2% 22.5%	7.2% 12.6% 15.3% 20.7% 22.5%	7.8% 8.7% 13.6% 20.4% 23.3%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8%	10.1% 6.7% 11.2% 6.7% 36.0%	
35-39 40-45 45-49 50-54 55+ Average Age	9 18 13 29 27 13	8 8 14 17 23 25 14 44.6	10 8 9 14 21 24 15 44.8	5 6 7 9 14 23 14 46.0	7 9 6 10 6 32 17	7.5% 7.5% 15.0% 10.8% 24.2% 22.5%	7.2% 12.6% 15.3% 20.7% 22.5% 12.6%	7.8% 8.7% 13.6% 20.4% 23.3% 14.6%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8% 17.5%	10.1% 6.7% 11.2% 6.7% 36.0%	
35-39 40-45 45-49 50-54 55+	9 18 13 29 27 13 44.3	8 8 14 17 23 25 14 44.6	10 8 9 14 21 24 15 44.8	5 6 7 9 14 23 14 46.0	7 9 6 10 6 32 17 46.0	7.5% 7.5% 15.0% 10.8% 24.2% 22.5% 10.8%	7.2% 12.6% 15.3% 20.7% 22.5% 12.6%	7.8% 8.7% 13.6% 20.4% 23.3% 14.6%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8% 17.5%	10.1% 6.7% 11.2% 6.7% 36.0% 19.1%	
35-39 40-45 45-49 50-54 55+ Average Age	9 18 13 29 27 13	8 8 14 17 23 25 14 44.6	10 8 9 14 21 24 15 44.8	5 6 7 9 14 23 14 46.0	7 9 6 10 6 32 17 46.0	7.5% 7.5% 15.0% 10.8% 24.2% 22.5% 10.8%	7.2% 12.6% 15.3% 20.7% 22.5% 12.6%	7.8% 8.7% 13.6% 20.4% 23.3% 14.6%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8% 17.5%	10.1% 6.7% 11.2% 6.7% 36.0%	
35-39 40-45 45-49 50-54 55+ Average Age	9 18 13 29 27 13 44.3	8 8 14 17 23 25 14 44.6	10 8 9 14 21 24 15 44.8	5 6 7 9 14 23 14 46.0	7 9 6 10 6 32 17 46.0	7.5% 7.5% 15.0% 10.8% 24.2% 22.5% 10.8%	7.2% 12.6% 15.3% 20.7% 22.5% 12.6%	7.8% 8.7% 13.6% 20.4% 23.3% 14.6%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8% 17.5%	10.1% 6.7% 11.2% 6.7% 36.0% 19.1%	
35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience	9 18 13 29 27 13 44.3	8 8 14 17 23 25 14 44.6	10 8 9 14 21 24 15 44.8	5 6 7 9 14 23 14 46.0	7 9 6 10 6 32 17 46.0	7.5% 7.5% 15.0% 10.8% 24.2% 22.5% 10.8%	7.2% 12.6% 15.3% 20.7% 22.5% 12.6% Distri	7.8% 8.7% 13.6% 20.4% 23.3% 14.6%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8% 17.5%	10.1% 6.7% 11.2% 6.7% 36.0% 19.1%	
35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience 0-3 Years	9 18 13 29 27 13 44.3	8 8 14 17 23 25 14 44.6 Distr 997-98 1	10 8 9 14 21 24 15 44.8	5 6 7 9 14 23 14 46.0 s	7 9 6 10 6 32 17 46.0	7.5% 7.5% 15.0% 10.8% 24.2% 22.5% 10.8%	7.2% 12.6% 15.3% 20.7% 22.5% 12.6% Districtions of the second of the sec	7.8% 8.7% 13.6% 20.4% 23.3% 14.6% ict Percenta 1998-99	6.3% 7.5% 8.8% 11.3% 17.5% 28.8% 17.5%	10.1% 6.7% 11.2% 6.7% 36.0% 19.1% 2000-01 32.8%	
35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	9 18 13 29 27 13 44.3 44.3	8 8 14 17 23 25 14 44.6 Distr 997-98 1 25 13	10 8 9 14 21 24 15 44.8 rict Count 998-99 1	5 6 7 9 14 23 14 46.0 s 999-00 2 28 10	7 9 6 10 6 32 17 46.0	7.5% 7.5% 15.0% 10.8% 24.2% 22.5% 10.8%  1996-97	7.2% 12.6% 15.3% 20.7% 22.5% 12.6%  District 1997-98 19.2% 10.0%	7.8% 8.7% 13.6% 20.4% 23.3% 14.6% ict Percenta 1998-99 27.3% 7.8%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8% 17.5%  1999-00   26.9% 9.6%	10.1% 6.7% 11.2% 6.7% 36.0% 19.1% 2000-01 32.8% 10.4%	
35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	9 18 13 29 27 13 44.3 44.3	8 8 14 17 23 25 14 44.6 Distr 997-98 1 25 13 12	10 8 9 14 21 24 15 44.8 rict Count 998-99 1 35 10	5 6 7 9 14 23 14 46.0 s 999-00 2 28 10 4	7 9 6 10 6 32 17 46.0	7.5% 7.5% 15.0% 10.8% 24.2% 22.5% 10.8%  1996-97 17.3% 9.8% 10.5%	7.2% 12.6% 15.3% 20.7% 22.5% 12.6%  District 1997-98 19.2% 10.0% 9.2%	7.8% 8.7% 13.6% 20.4% 23.3% 14.6% ict Percenta 1998-99 27.3% 7.8%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8% 17.5%  1999-00 26.9% 9.6% 3.8%	10.1% 6.7% 11.2% 6.7% 36.0% 19.1% 2000-01 32.8% 10.4% 3.2%	
35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	9 18 13 29 27 13 44.3 44.3 23 13 14 13	8 8 14 17 23 25 14 44.6 Distr 997-98 1 25 13 12 15	10 8 9 14 21 24 15 44.8 rict Count 998-99 1 35 10 10 12	5 6 7 9 14 23 14 46.0 s 999-00 2 28 10 4 10	7 9 6 10 6 32 17 46.0 000-01 41 13 4 11	7.5% 7.5% 15.0% 10.8% 24.2% 22.5% 10.8%  1996-97  17.3% 9.8% 10.5% 9.8%	7.2% 12.6% 15.3% 20.7% 22.5% 12.6%  District 1997-98 19.2% 10.0% 9.2% 11.5%	7.8% 8.7% 13.6% 20.4% 23.3% 14.6%  ict Percenta 1998-99 27.3% 7.8% 7.8% 9.4%	6.3% 7.5% 8.8% 11.3% 17.5% 28.8% 17.5%  1999-00 26.9% 9.6% 3.8% 9.6%	10.1% 6.7% 11.2% 6.7% 36.0% 19.1% 2000-01 32.8% 10.4% 3.2% 8.8%	

Average Experience

15.3

15.1

14.8

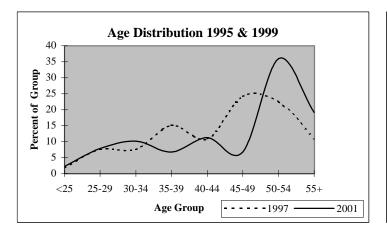
13.7

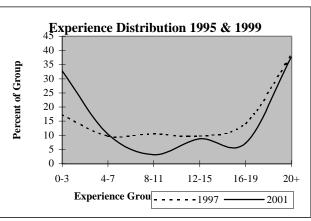
		District Counts						District Rates					
Attrition	1996-97 19	997-98 19	998-99 19	99-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	25	32	46	3	-	ľ	15.2%	20.3%	29.3%	2.3%	-		
Attrition from Transfers	5	14	14	0	-		3.0%	8.9%	8.9%	0.0%	-		
Attrition from Exits	20	18	32	3	-		12.2%	11.4%	20.4%	2.3%	-		
Teacher Attrition	20	27	42	3	-		15.0%	20.8%	32.8%	2.9%	-		
Attrition from Transfers	4	13	11	0	-		3.0%	10.0%	8.6%	0.0%	-		
Attrition from Exits	16	14	31	3	-		12.0%	10.8%	24.2%	2.9%	-		
District Retention													
<b>Educator Retention</b>	139	126	111	127	-		84.8%	79.7%	70.7%	97.7%	-		
Teacher Retention	113	103	86	101	-		85.0%	79.2%	67.2%	97.1%	-		

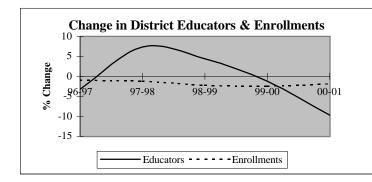
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	64.3%	10.7%	25.0%
1 Year of Experience	71.9%	9.4%	18.8%
2 Years of Experience	63.0%	14.8%	22.2%
3 Years of Experience	71.4%	4.8%	23.8%
4 Years of Experience	75.0%	18.8%	6.3%
5 Years of Experience	75.0%	6.3%	18.8%

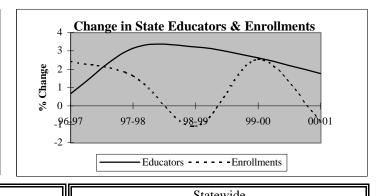
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	12.5%	15.8%	21.3%	23.1%	22.9%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	5.1%	8.2%	11.9%	11.5%	3.3%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	2.4%	0.6%	0.6%	0.0%	1.3%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	90.2%	88.0%	82.2%	88.5%	83.0%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.6%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	7.3%	10.8%	17.2%	11.5%	15.7%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	15.3	14.1	13.2	13.0	14.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.8	16.4	15.4	15.0	16.3	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-5	11	7	-2	-16	-	-	-	-	-	
% Change in Educators	-3.2%	7.4%	4.4%	-1.2%	-9.7%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-23	-27	-51	-55	-40	-	-	-	-	-	
% Change in Enrollment:	-1.0%	-1.2%	-2.3%	-2.5%	-1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	2.0%	2.5%	2.4%	1.8%	5.4%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.0%	3.8%	4.2%	3.6%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.1%	10.6%	10.2%	9.7%	9.4%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	7.1%	8.1%	7.1%	7.1%	8.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	16.7%	33.3%	14.3%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	33.3%	33.3%	14.3%	16.7%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.0	43.5	43.5	44.2	44.0	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.0	13.3	13.1	13.5	13.5	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,236	30,445	31,166	32,695	32,912	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	7.5%	7.9%	7.5%	8.2%	9.2%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	78.1%	77.4%	75.5%	74.8%	74.4%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.6%	10.9%	9.8%	9.8%	9.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	23.7%	na	24.2%	24.7%	24.9%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.4%	0.7%	0.5%	0.7%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%	

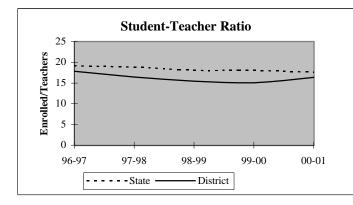
		Dis	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	149	160	167	165	149		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	133	146	143	146	143		89.3%	91.3%	85.6%	88.5%	96.0%
Newly Hired	16	14	24	19	6	Ш	10.7%	8.8%	14.4%	11.5%	4.0%
Transfers In	4	6	9	7	0		25.0%	42.9%	37.5%	36.8%	0.0%
Reentrants	6	4	9	5	5		37.5%	28.6%	37.5%	26.3%	83.3%
First Time Educators	6	4	6	7	1		37.5%	28.6%	25.0%	36.8%	16.7%
Total Exiting Next Year	3	17	21	22	-	Ш	2.0%	10.6%	12.6%	13.3%	-
Transfers Out	3	3	8	3	-		100.0%	17.6%	38.1%	13.6%	=
Leave Tennessee Educ.	0	14	13	19	-		0.0%	82.4%	61.9%	86.4%	-

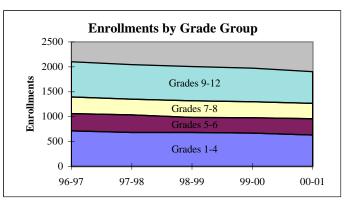
Dynamics Rates	District Rates								
District Attrition	2.0%	10.6%	12.6%	13.3%	-				
Transfers In/Out	1.33	2.00	1.13	2.33	-				

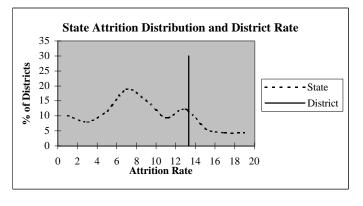
# District Report for: MILAN

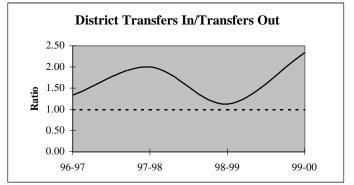
		Dis	trict Coun	ts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	149	160	167	165	149	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	6	6	7	6	6	4.0%	3.8%	4.2%	3.6%	4.0%
Professional Staff	15	17	17	16	14	10.1%	10.6%	10.2%	9.7%	9.4%
Total Teachers	128	137	143	143	129	85.9%	85.6%	85.6%	86.7%	86.6%
Special Education	11	15	14	14	12	8.6%	10.9%	9.8%	9.8%	9.3%
Pre-K & Kindergarten	9	10	11	10	9	7.0%	7.3%	7.7%	7.0%	7.0%
Elementary (1-4)	46	46	49	51	43	35.9%	33.6%	34.3%	35.7%	33.3%
Middle School (5-6)	14	14	13	14	13	10.9%	10.2%	9.1%	9.8%	10.1%
Jr. High (7-8)	13	14	14	13	12	10.2%	10.2%	9.8%	9.1%	9.3%
High School (9-12)	35	38	42	41	40	27.3%	27.7%	29.4%	28.7%	31.0%
Business	2	1	2	3	3	5.7%	2.6%	4.8%	7.3%	7.5%
Language Arts	6	5	5	6	7	17.1%	13.2%	11.9%	14.6%	17.5%
Social Studies	3	3	3	4	4	8.6%	7.9%	7.1%	9.8%	10.0%
Foreign Language	2	2	2	2	2	5.7%	5.3%	4.8%	4.9%	5.0%
Mathematics	4	4	6	5	5	11.4%	10.5%	14.3%	12.2%	12.5%
Science	4	2	3	5	5	11.4%	5.3%	7.1%	12.2%	12.5%
Vocational Education	7	11	11	10	9	20.0%	28.9%	26.2%	24.4%	22.5%
Other High School	7	10	10	6	5	20.0%	26.3%	23.8%	14.6%	12.5%
Total Enrollments	2,280	2,253	2,202	2,147	2,107	100.0%	100.0%	100.0%	100.0%	100.0%
D IZ 0 IZ	1.61	106	101	1.00	100	7 10/	0.70/	0.00/	7.50/	0.10/

Total Enrollments	2,280	2,253	2,202	2,147	2,107	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	161	196	181	160	192	7.1%	8.7%	8.2%	7.5%	9.1%
Grades 1-4	713	683	679	667	633	31.3%	30.3%	30.8%	31.1%	30.0%
Grades 5-6	350	350	307	311	322	15.4%	15.5%	13.9%	14.5%	15.3%
Grades 7-8	333	318	329	318	310	14.6%	14.1%	14.9%	14.8%	14.7%
Grades 9-12	704	691	690	676	637	30.9%	30.7%	31.3%	31.5%	30.2%
Ungraded	19	15	16	15	13	0.8%	0.7%	0.7%	0.7%	0.6%









District Percentages

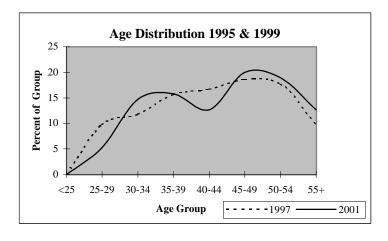
			rict Count				Distr	ict Percent	ages						
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01					
Known Race and Gender															
Administrative	6	6	7	6	6	4.3%	4.1%	4.5%	3.9%	4.3%					
White - Females	1	1	1	1	2	16.7%	16.7%	14.3%	16.7%	33.3%					
White - Males	4	3	5	5	4	66.7%	50.0%	71.4%	83.3%	66.7%					
Black - Females	1	1	0	0	0	16.7%	16.7%	0.0%	0.0%	0.0%					
Black - Males	0	1	1	0	0	0.0%	16.7%	14.3%	0.0%	0.0%					
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%					
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%					
Professional Staff	14	15	15	14	13	10.0%	10.1%	9.7%	9.1%	9.4%					
White - Females	11	12	11	11	10	78.6%	80.0%	73.3%	78.6%	76.9%					
White - Males	3	3	4	3	3	21.4%	20.0%	26.7%	21.4%	23.1%					
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%					
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%					
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%					
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%					
Teachers	120	127	133	134	119	85.7%	85.8%	85.8%	87.0%	86.2%					
White - Females	87	92	95	95	83	72.5%	72.4%	71.4%	70.9%	69.7%					
White - Males	24	25	28	28	25	20.0%	19.7%	21.1%	20.9%	21.0%					
Black - Females	8	9	9	9	10	6.7%	7.1%	6.8%	6.7%	8.4%					
Black - Males	1	1	1	2	1	0.8%	0.8%	0.8%	1.5%	0.8%					
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%					
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%					
Age Distribution		Dist	rict Count	S			Distr	ict Percent	ages						
Teachers by Age Group	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01					
Up to 24	0	0	1	0	0	0.0%	0.0%	0.9%	0.0%	0.0%					
25-29	10	11	10	6	5	9.8%	10.3%	9.2%	5.6%	5.3%					
30-34	12	11	11	16	14	11.8%	10.3%	10.1%	14.8%	14.7%					
35-39	16	19	23	16	15	15.7%	17.8%	21.1%	14.8%	15.8%					
40-45	17	8	4	11	12	16.7%	7.5%	3.7%	10.2%	12.6%					
45-49	19	25	25	22	19	18.6%	23.4%	22.9%	20.4%	20.0%					
50-54	18	22	21	22	18	17.6%	20.6%	19.3%	20.4%	18.9%					
55+	10	11	14	15	12	9.8%	10.3%	12.8%	13.9%	12.6%					
A viama da A da	42.0	12.5	12.5	44.2	44.0										
Average Age	43.0	43.5	43.5	44.2	44.0										
Experience Distribution		Dist	rict Count	S			Distr	rict Percent	ages						
Teachers by Experience	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01					
0-3 Years	26	26	26	24	18	20.3%	19.0%	18.2%	16.8%	14.0%					
4-7 Years	19	25	29	31	25	14.8%	18.2%	20.3%	21.7%	19.4%					
8-11 Years	20	15	15	12	18	15.6%	10.2%	10.5%	8.4%	14.0%					
12-15 Years	16	20	24	24	22	12.5%	14.6%	16.8%	16.8%	17.1%					
16-19 Years	8	11	8	11	13	6.3%	8.0%	5.6%	7.7%	10.1%					
20+ Years	39	40	41	41	33	30.5%	29.2%	28.7%	28.7%	25.6%					
	39	40	41	41	55	JU.J /0	47.4/0	20.7/0	20.7/0	23.070					
Average Experience	13.0	13.3	13.1	13.5	13.5										

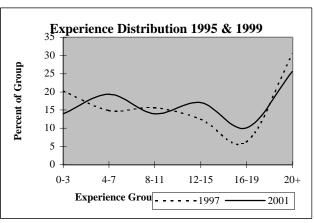
		Dis	trict Coun	ts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	3	17	21	22	-	ľ	2.0%	10.6%	12.6%	13.3%	-
Attrition from Transfers	3	3	8	3	-		2.0%	1.9%	4.8%	1.8%	-
Attrition from Exits	0	14	13	19	-		0.0%	8.8%	7.8%	11.5%	-
Teacher Attrition	2	10	14	18	-		1.6%	7.3%	9.8%	12.6%	-
Attrition from Transfers	2	0	6	3	-		1.6%	0.0%	4.2%	2.1%	-
Attrition from Exits	0	10	8	15	-		0.0%	7.3%	5.6%	10.5%	-
District Retention											
<b>Educator Retention</b>	146	143	146	143	-		98.0%	89.4%	87.4%	86.7%	-
Teacher Retention	126	127	129	125	-		98.4%	92.7%	90.2%	87.4%	-

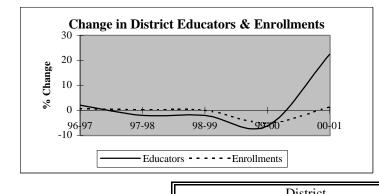
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	75.0%	10.7%	14.3%					
1 Year of Experience	87.9%	0.0%	12.1%					
2 Years of Experience	88.6%	2.9%	8.6%					
3 Years of Experience	87.2%	5.1%	7.7%					
4 Years of Experience	97.0%	0.0%	3.0%					
5 Years of Experience	93.9%	3.0%	3.0%					

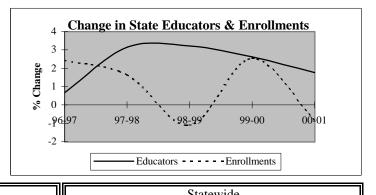
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	10.7%	13.0%	16.2%	18.2%	19.3%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	3.6%	5.6%	8.6%	9.1%	8.0%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	0.0%	1.3%	0.6%	3.0%	2.0%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	91.9%	93.8%	89.8%	89.7%	94.0%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	8.1%	5.0%	9.6%	7.3%	4.0%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S				·						
Student to Educator Ratio	15.6	16.0	16.3	16.5	13.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.9	19.4	20.1	19.9	16.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	2	-2	-2	-6	20	-	-	-	-	-	
% Change in Educators	2.1%	-2.0%	-2.1%	-6.3%	22.5%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	8	4	0	-79	18	-	-	-	-	-	
% Change in Enrollment	0.5%	0.3%	0.0%	-5.1%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.0%	1.0%	2.1%	1.1%	2.8%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.1%	6.2%	5.3%	6.7%	5.5%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	12.1%	11.3%	13.7%	10.1%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	13.3%	12.6%	12.9%	11.6%	11.7%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	20.0%	16.7%	20.0%	16.7%	33.3%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	20.0%	16.7%	20.0%	33.3%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	45.6	45.3	44.6	44.5	44.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	16.7	15.4	15.0	14.6	14.1	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,652	30,088	31,192	32,361	32,194	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	13.6%	12.8%	13.2%	11.1%	10.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	76.8%	78.8%	79.2%	77.0%	75.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.3%	8.8%	9.1%	8.1%	8.8%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	31.3%	na	32.7%	31.1%	31.7%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.0%	0.7%	0.1%	0.5%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%	

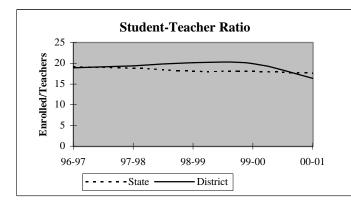
		Dis	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	99	97	95	89	109		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	92	87	86	84	87		92.9%	89.7%	90.5%	94.4%	79.8%
Newly Hired	7	10	9	5	22	Ш	7.1%	10.3%	9.5%	5.6%	20.2%
Transfers In	1	2	1	1	8		14.3%	20.0%	11.1%	20.0%	36.4%
Reentrants	3	5	2	3	7		42.9%	50.0%	22.2%	60.0%	31.8%
First Time Educators	3	3	6	1	7		42.9%	30.0%	66.7%	20.0%	31.8%
Total Exiting Next Year	12	11	11	2	-	Ш	12.1%	11.3%	11.6%	2.2%	-
Transfers Out	2	1	0	0	-		16.7%	9.1%	0.0%	0.0%	=
Leave Tennessee Educ.	10	10	11	2	-		83.3%	90.9%	100.0%	100.0%	-

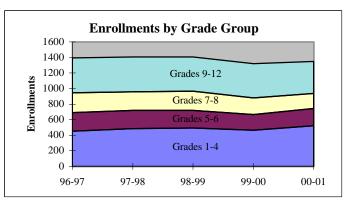
Dynamics Rates	District Rates									
District Attrition	12.1%	11.3%	11.6%	2.2%	-					
Transfers In/Out	0.50	2.00	nc	nc	-					

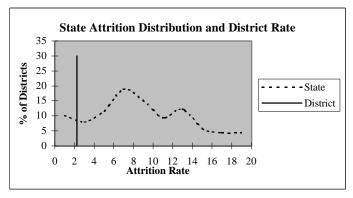
# District Report for: TRENTON

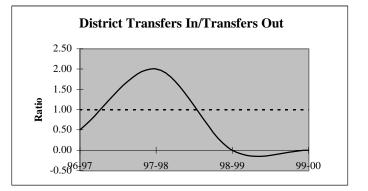
		Dis	trict Cour	its		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	99	97	95	89	109	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	5	6	5	6	6	5.1%	6.2%	5.3%	6.7%	5.5%		
Professional Staff	12	11	13	9	12	12.1%	11.3%	13.7%	10.1%	11.0%		
Total Teachers	82	80	77	74	91	82.8%	82.5%	81.1%	83.1%	83.5%		
Special Education	6	7	7	6	8	7.3%	8.8%	9.1%	8.1%	8.8%		
Pre-K & Kindergarten	8	9	9	8	8	9.8%	11.3%	11.7%	10.8%	8.8%		
Elementary (1-4)	26	25	27	25	29	31.7%	31.3%	35.1%	33.8%	31.9%		
Middle School (5-6)	11	10	8	8	11	13.4%	12.5%	10.4%	10.8%	12.1%		
Jr. High (7-8)	9	8	6	8	10	11.0%	10.0%	7.8%	10.8%	11.0%		
High School (9-12)	22	21	20	19	25	26.8%	26.3%	26.0%	25.7%	27.5%		
Business	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	4.0%		
Language Arts	3	3	3	3	3	13.6%	14.3%	15.0%	15.8%	12.0%		
Social Studies	2	2	2	3	3	9.1%	9.5%	10.0%	15.8%	12.0%		
Foreign Language	1	1	1	1	1	4.5%	4.8%	5.0%	5.3%	4.0%		
Mathematics	3	3	3	3	3	13.6%	14.3%	15.0%	15.8%	12.0%		
Science	3	2	1	1	2	13.6%	9.5%	5.0%	5.3%	8.0%		
Vocational Education	4	5	5	4	5	18.2%	23.8%	25.0%	21.1%	20.0%		
Other High School	6	5	5	4	7	27.3%	23.8%	25.0%	21.1%	28.0%		
Total Enrollments	1 5/17	1 551	1 551	1 472	1 /190	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	1,547	1,551	1,551	1,472	1,490	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	141	134	127	144	131	9.1%	8.6%	8.2%	9.8%	8.8%
Grades 1-4	451	485	495	465	522	29.2%	31.3%	31.9%	31.6%	35.0%
Grades 5-6	238	234	225	201	223	15.4%	15.1%	14.5%	13.7%	15.0%
Grades 7-8	258	240	247	216	191	16.7%	15.5%	15.9%	14.7%	12.8%
Grades 9-12	446	447	441	439	415	28.8%	28.8%	28.4%	29.8%	27.9%
Ungraded	13	11	16	7	8	0.8%	0.7%	1.0%	0.5%	0.5%









**District Counts** 

District Percentages

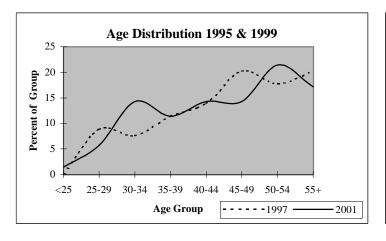
		Distr							ages	
Profile by	1996-97	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	5	6	5	6	6	5.1%	6.3%	5.4%	7.0%	5.8%
White - Females	0	0	0	1	0	0.0%	0.0%	0.0%	16.7%	0.0%
White - Males	4	5	4	4	4	80.0%	83.3%	80.0%	66.7%	66.7%
Black - Females	1	1	1	1	1	20.0%	16.7%	20.0%	16.7%	16.7%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	16.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	11	12	8	11	12.2%	11.6%	12.9%	9.3%	10.7%
White - Females	10	9	10	7	9	83.3%	81.8%	83.3%	87.5%	81.8%
White - Males	1	1	1	0	1	8.3%	9.1%	8.3%	0.0%	9.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	8.3%	9.1%	8.3%	12.5%	9.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	81	78	76	72	86	82.7%	82.1%	81.7%	83.7%	83.5%
White - Females	55	54	52	50	61	67.9%	69.2%	68.4%	69.4%	70.9%
White - Males	15	14	14	14	16	18.5%	17.9%	18.4%	19.4%	18.6%
Black - Females	8	9	9	7	7	9.9%	11.5%	11.8%	9.7%	8.1%
Black - Males	3	1	1	1	2	3.7%	1.3%	1.3%	1.4%	2.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	O	O		· ·	Ü	0.070				
Other - Males	v	Ü		Ü	· ·	0.070				
Age Distribution	Ů		rict Count	-		0.070		ict Percenta	ages	
Age Distribution		Distr		s		1996-97			ages 1999-00	2000-01
Age Distribution Teachers by Age Group		Distr	ict Count	s			Distr	ict Percenta		
Age Distribution	1996-97	Distr	rict Count:	s 999-00 2	000-01	1996-97	Distr	ict Percenta	1999-00	2000-01 1.4% 5.7%
Age Distribution Teachers by Age Group Up to 24	1996-97 1	Distr 997-98 1	ict Count: 998-99 1	s 999-00 2	000-01	1996-97	Distr 1997-98 0.0%	ict Percenta 1998-99   0.0%	1999-00	1.4%
Age Distribution Teachers by Age Group Up to 24 25-29	1996-97 19 0 7	Distr 997-98 1 0 8	orict Counts 998-99 1 0 10	s 999-00 2 0 4	000-01	1996-97 0.0% 8.9%	Distr 1997-98 0.0% 11.3%	ict Percenta 1998-99 0.0% 15.2%	1999-00 0.0% 6.6%	1.4% 5.7%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34	1996-97 1 0 7 6	Distr 997-98 1 0 8 4	ict Count: 998-99 1 0 10 4	s 999-00 2 0 4 9	000-01 1 4 10	1996-97 0.0% 8.9% 7.6%	Distr 1997-98 0.0% 11.3% 5.6%	0.0% 15.2% 6.1%	1999-00 0.0% 6.6% 14.8%	1.4% 5.7% 14.3%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39	1996-97 1 0 7 6 9	Distr 997-98 1 0 8 4 9	0 10 4 9	s 999-00 2 0 4 9 5	000-01 1 4 10 8	1996-97 0.0% 8.9% 7.6% 11.4%	Distr 1997-98 0.0% 11.3% 5.6% 12.7%	ict Percenta 1998-99 0.0% 15.2% 6.1% 13.6%	1999-00 0.0% 6.6% 14.8% 8.2%	1.4% 5.7% 14.3% 11.4%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1996-97 11 0 7 6 9	Distr 997-98 1 0 8 4 9 8	0 10 4 9 7	s 999-00 2 0 4 9 5 9	000-01 1 4 10 8 10	1996-97 0.0% 8.9% 7.6% 11.4% 13.9%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3%	0.0% 15.2% 6.1% 13.6% 10.6%	1999-00 0.0% 6.6% 14.8% 8.2% 14.8%	1.4% 5.7% 14.3% 11.4% 14.3%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1996-97 1 0 7 6 9 11 16	Distr 997-98 1 0 8 4 9 8	0 10 4 9 7 13	s 999-00 2 0 4 9 5 9 11	000-01 1 4 10 8 10 10	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5%	1998-99 0.0% 15.2% 6.1% 13.6% 10.6% 19.7%	1999-00 0.0% 6.6% 14.8% 8.2% 14.8% 18.0%	1.4% 5.7% 14.3% 11.4% 14.3% 14.3%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1996-97 1 0 7 6 9 11 16 14	Distr 997-98 1 0 8 4 9 8 16 12	0 10 4 9 7 13 12	s 999-00 2 0 4 9 5 9 11 13	000-01 1 4 10 8 10 10 10	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9%	0.0% 15.2% 6.1% 13.6% 10.6% 19.7% 18.2%	1999-00 0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3%	1.4% 5.7% 14.3% 11.4% 14.3% 14.3% 21.4%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1996-97 1 0 7 6 9 11 16 14 16	Distr 997-98 1 0 8 4 9 8 16 12 14	0 10 4 9 7 13 12	s 999-00 2 0 4 9 5 9 11 13 10	000-01 1 4 10 8 10 10 15 12	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9%	0.0% 15.2% 6.1% 13.6% 10.6% 19.7% 18.2%	1999-00 0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3%	1.4% 5.7% 14.3% 11.4% 14.3% 14.3% 21.4%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1996-97 1 0 7 6 9 11 16 14 16	Distr 997-98 1 0 8 4 9 8 16 12 14 45.3	0 10 4 9 7 13 12	s 999-00 2 0 4 9 5 9 11 13 10 44.5	000-01 1 4 10 8 10 10 15 12	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9% 19.7%	0.0% 15.2% 6.1% 13.6% 10.6% 19.7% 18.2%	1999-00 0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3% 16.4%	1.4% 5.7% 14.3% 11.4% 14.3% 14.3% 21.4%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1996-97 1 0 7 6 9 11 16 14 16	Distr 997-98 1 0 8 4 9 8 16 12 14 45.3	998-99 1 0 10 4 9 7 13 12 11 44.6	s 999-00 2 0 4 9 5 9 11 13 10 44.5	000-01 1 4 10 8 10 10 15 12 44.5	0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7% 20.3%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9% 19.7%	1998-99 0.0% 15.2% 6.1% 13.6% 10.6% 19.7% 18.2% 16.7%	1999-00 0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3% 16.4%	1.4% 5.7% 14.3% 11.4% 14.3% 14.3% 21.4%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1996-97 1 0 7 6 9 11 16 14 16 45.6	Distr 997-98 1 0 8 4 9 8 16 12 14 45.3	998-99 1 0 10 4 9 7 13 12 11 44.6	s 999-00 2 0 4 9 5 9 11 13 10 44.5	000-01 1 4 10 8 10 10 15 12 44.5	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7% 20.3%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9% 19.7%	ict Percenta  1998-99  0.0%  15.2%  6.1%  13.6%  10.6%  19.7%  18.2%  16.7%	1999-00 0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3% 16.4%	1.4% 5.7% 14.3% 11.4% 14.3% 14.3% 21.4% 17.1%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1996-97 1 0 7 6 9 11 16 14 16 45.6	Distr 997-98 1 0 8 4 9 8 16 12 14 45.3	998-99 1 0 10 4 9 7 13 12 11 44.6	s 999-00 2 0 4 9 5 9 11 13 10 44.5	000-01 1 4 10 8 10 10 15 12 44.5	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7% 20.3%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9% 19.7%	1998-99 0.0% 15.2% 6.1% 13.6% 10.6% 19.7% 18.2% 16.7%	1999-00  0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3% 16.4%	1.4% 5.7% 14.3% 11.4% 14.3% 21.4% 17.1%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1996-97 1 0 7 6 9 11 16 14 16 45.6	Distr 997-98 1 0 8 4 9 8 16 12 14 45.3 Distr 997-98 1	998-99 1 0 10 4 9 7 13 12 11 44.6	s 999-00 2 0 4 9 5 9 11 13 10 44.5	000-01 1 4 10 8 10 10 15 12 44.5	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7% 20.3%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9% 19.7% Distr 1997-98	1998-99 0.0% 15.2% 6.1% 13.6% 10.6% 19.7% 18.2% 16.7%	1999-00  0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3% 16.4%  ages 1999-00 12.2%	1.4% 5.7% 14.3% 11.4% 14.3% 21.4% 17.1%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1996-97 1 0 7 6 9 11 16 14 16 45.6	Distr 997-98 1 1 13 10	ict Count: 998-99 1 0 10 4 9 7 13 12 11 44.6 ict Count: 998-99 1	s 999-00 2 0 4 9 5 9 11 13 10 44.5 s 999-00 2 9	000-01 1 4 10 8 10 10 15 12 44.5 000-01 17 15	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7% 20.3%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9% 19.7% Distr 1997-98 16.3% 12.5%	1998-99 0.0% 15.2% 6.1% 13.6% 10.6% 19.7% 18.2% 16.7%  ict Percenta 1998-99 18.2% 13.0%	1999-00  0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3% 16.4%  1999-00  12.2% 18.9%	1.4% 5.7% 14.3% 11.4% 14.3% 21.4% 17.1% 2000-01 18.7% 16.5%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1996-97 11 0 7 6 9 11 16 14 16 45.6	Distr 997-98 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ict Counts 998-99 1 0 10 4 9 7 13 12 11 44.6 ict Counts 998-99 1 14 10 8	s 999-00 2 0 4 9 5 9 11 13 10 44.5 s 999-00 2 9 14 9	000-01 1 4 10 8 10 10 15 12 44.5 000-01 17 15 9	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7% 20.3% 1996-97 11.0% 8.5% 13.4%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9% 19.7% Distr 1997-98 16.3% 12.5% 10.0%	ict Percenta 1998-99 0.0% 15.2% 6.1% 13.6% 10.6% 19.7% 18.2% 16.7% ict Percenta 1998-99 18.2% 13.0% 10.4%	1999-00  0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3% 16.4%  18.9% 12.2%	1.4% 5.7% 14.3% 11.4% 14.3% 21.4% 17.1% 2000-01 18.7% 16.5% 9.9% 12.1%
Age Distribution Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1996-97 11 0 7 6 9 11 16 14 16 45.6 1996-97 11 9 7 11 9	Distr 997-98 1 0 8 4 9 8 16 12 14 45.3 Distr 997-98 1 13 10 8 7	998-99 1 0 10 4 9 7 13 12 11 44.6  ict Count: 998-99 1 14 10 8 6	s 999-00 2 0 4 9 5 9 11 13 10 44.5 s 999-00 2 9 14 9 8	000-01 1 4 10 8 10 10 15 12 44.5 000-01 17 15 9 11	1996-97 0.0% 8.9% 7.6% 11.4% 13.9% 20.3% 17.7% 20.3% 11.0% 8.5% 13.4% 11.0%	Distr 1997-98 0.0% 11.3% 5.6% 12.7% 11.3% 22.5% 16.9% 19.7% Distr 1997-98 16.3% 12.5% 10.0% 8.8%	ict Percenta  1998-99  0.0%  15.2%  6.1%  13.6%  10.6%  19.7%  18.2%  16.7%  ict Percenta  1998-99  18.2%  13.0%  10.4%  7.8%	1999-00  0.0% 6.6% 14.8% 8.2% 14.8% 18.0% 21.3% 16.4%  18.2% 1999-00  12.2% 18.9% 12.2% 10.8%	1.4% 5.7% 14.3% 11.4% 14.3% 21.4% 17.1% 2000-01 18.7% 16.5% 9.9%

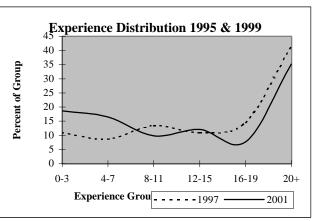
		Dis	strict Cou	nts			District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	12	11	11	2	-	ľ	12.1%	11.3%	11.6%	2.2%	-	
Attrition from Transfers	2	1	0	0	-		2.0%	1.0%	0.0%	0.0%	-	
Attrition from Exits	10	10	11	2	-		10.1%	10.3%	11.6%	2.2%	-	
Teacher Attrition	11	10	8	2	-		13.4%	12.5%	10.4%	2.7%	-	
Attrition from Transfers	2	1	0	0	-		2.4%	1.3%	0.0%	0.0%	-	
Attrition from Exits	9	9	8	2	-		11.0%	11.3%	10.4%	2.7%	-	
District Retention												
<b>Educator Retention</b>	87	86	84	87	-		87.9%	88.7%	88.4%	97.8%	-	
Teacher Retention	71	70	69	72	-		86.6%	87.5%	89.6%	97.3%	-	

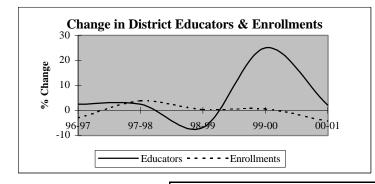
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	53.8%	7.7%	38.5%
1 Year of Experience	100.0%	0.0%	0.0%
2 Years of Experience	100.0%	0.0%	0.0%
3 Years of Experience	100.0%	0.0%	0.0%
4 Years of Experience	93.3%	0.0%	6.7%
5 Years of Experience	91.7%	0.0%	8.3%

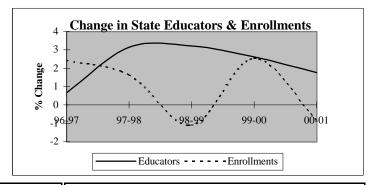
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	2.6%	5.8%	8.8%	10.4%	15.3%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.9%	3.3%	7.0%	9.4%	5.1%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment	0.054	0.0	0.00		0.004						
% Increment by 0	0.0%	0.0%	0.0%	1.1%	0.9%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.9%	91.8%	91.6%	94.4%	84.4%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.9%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	8.2%	8.4%	4.5%	13.8%		8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	15.2	15.4	16.7	13.4	12.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.3	20.1	22.2	16.7	15.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	1	1	-3	10	1	-	-	-	-	-
% Change in Educators	2.4%	2.4%	-7.0%	25.0%	2.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-20	24	2	3	-29	-	-	-	-	-
% Change in Enrollment:	-3.0%	3.8%	0.3%	0.5%	-4.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	2.3%	0.0%	0.0%	5.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.8%	9.3%	10.0%	8.0%	7.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.9%	14.0%	15.0%	12.0%	11.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.8%	4.7%	2.5%	2.0%	2.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.2	44.8	43.4	40.9	41.5	43.3	43.5	43.6	43.7	43.9
Average Experience	14.9	15.7	15.1	12.5	13.1	13.8	13.7	13.7	13.4	13.3
Average Salary	31,372	31,431	32,965	32,940	32,167	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.9%	3.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	88.6%	90.9%	100.0%	92.5%	92.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.6%	9.1%	10.0%	7.5%	7.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	4.1%	na	4.8%	6.2%	6.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.2%	0.2%	0.1%	0.2%	1.7%	1.6%	1.8%	1.8%	1.8%

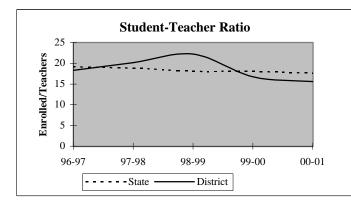
		Dis	trict Cou	nts				Distr	ict Percenta	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	42	43	40	50	51		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	39	38	35	39	50		92.9%	88.4%	87.5%	78.0%	98.0%
Newly Hired	3	5	5	11	1		7.1%	11.6%	12.5%	22.0%	2.0%
Transfers In	0	3	1	3	0		0.0%	60.0%	20.0%	27.3%	0.0%
Reentrants	2	1	2	5	0		66.7%	20.0%	40.0%	45.5%	0.0%
First Time Educators	1	1	2	3	1		33.3%	20.0%	40.0%	27.3%	100.0%
Total Exiting Next Year	4	8	1	0	-	I	9.5%	18.6%	2.5%	0.0%	-
Transfers Out	1	2	0	0	-		25.0%	25.0%	0.0%	0.0%	-
Leave Tennessee Educ.	3	6	1	0	-		75.0%	75.0%	100.0%	0.0%	-

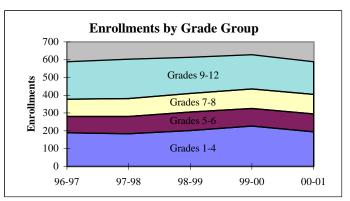
Dynamics Rates	District Rates							
District Attrition	9.5%	18.6%	2.5%	0.0%	-			
Transfers In/Out	0.00	1.50	nc	nc	-			

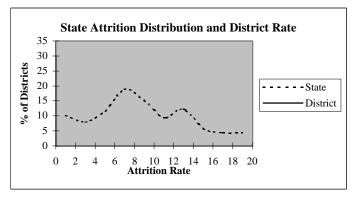
# District Report for: BRADFORD

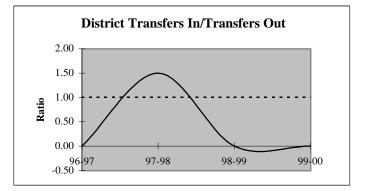
		Dis	strict Cour	nts			Dist	rict Percent	ages	
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	42	43	40	50	51	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	4	4	4	4	4.8%	9.3%	10.0%	8.0%	7.8%
Professional Staff	5	6	6	6	6	11.9%	14.0%	15.0%	12.0%	11.8%
Total Teachers	35	33	30	40	41	83.3%	76.7%	75.0%	80.0%	80.4%
Special Education	3	3	3	3	3	8.6%	9.1%	10.0%	7.5%	7.3%
Pre-K & Kindergarten	2	3	3	3	3	5.7%	9.1%	10.0%	7.5%	7.3%
Elementary (1-4)	10	10	10	14	14	28.6%	30.3%	33.3%	35.0%	34.1%
Middle School (5-6)	5	4	3	4	5	14.3%	12.1%	10.0%	10.0%	12.2%
Jr. High (7-8)	4	4	3	4	4	11.4%	12.1%	10.0%	10.0%	9.8%
High School (9-12)	11	9	8	12	12	31.4%	27.3%	26.7%	30.0%	29.3%
Business	2	1	1	1	1	18.2%	11.1%	12.5%	8.3%	8.3%
Language Arts	0	0	1	1	1	0.0%	0.0%	12.5%	8.3%	8.3%
Social Studies	1	1	0	2	2	9.1%	11.1%	0.0%	16.7%	16.7%
Foreign Language	1	1	1	1	1	9.1%	11.1%	12.5%	8.3%	8.3%
Mathematics	2	1	0	2	2	18.2%	11.1%	0.0%	16.7%	16.7%
Science	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	8.3%
Vocational Education	1	1	1	2	2	9.1%	11.1%	12.5%	16.7%	16.7%
Other High School	4	4	4	2	2	36.4%	44.4%	50.0%	16.7%	16.7%
Total Engallments	640	661	666	660	640	100.00/	100.00/	100.00/	100.00/	100.00/

Total Enrollments	640	664	666	669	640	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	50	60	51	40	50	7.8%	9.0%	7.7%	6.0%	7.8%
Grades 1-4	189	184	202	227	194	29.5%	27.7%	30.3%	33.9%	30.3%
Grades 5-6	91	97	104	99	102	14.2%	14.6%	15.6%	14.8%	15.9%
Grades 7-8	97	100	104	110	109	15.2%	15.1%	15.6%	16.4%	17.0%
Grades 9-12	211	222	204	192	184	33.0%	33.4%	30.6%	28.7%	28.8%
Ungraded	2	1	1	1	1	0.3%	0.2%	0.2%	0.1%	0.2%









District Percentages

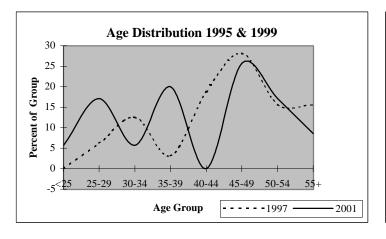
	District Counts						Disti	ict Percent	ages	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender			1,							
Administrative	2	4	4	4	4	4.8%	9.3%	10.0%	8.2%	8.0%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	4	4	4	4	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	5	6	6	6	6	11.9%	14.0%	15.0%	12.2%	12.0%
White - Females	4	5	5	5	5	80.0%	83.3%	83.3%	83.3%	83.3%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	1	1	1	1	1	20.0%	16.7%	16.7%	16.7%	16.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	35	33	30	39	40	83.3%	76.7%	75.0%	79.6%	80.0%
White - Females	31	30	30	37	38	88.6%	90.9%	100.0%	94.9%	95.0%
White - Males	3	2	0	2	2	8.6%	6.1%	0.0%	5.1%	5.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	2.9%	3.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	[									
Age Distribution		Distr	rict Count	S			Distr	ict Percent	ages	
Age Distribution Teachers by Age Group	1996-97 1	Distr 997-98 1			2000-01	1996-97	Distr	ict Percent 1998-99	ages 1999-00	2000-01
Teachers by Age Group	1996-97 1 0				2000-01	1996-97				
•		997-98 1	998-99 1	999-00 2		0.0%	1997-98	1998-99	1999-00	2000-01 5.7% 17.1%
Teachers by Age Group Up to 24	0	997-98 1	998-99 1	999-00 2	2	0.0% 6.3%	1997-98 0.0% 10.3%	1998-99 3.6% 7.1%	1999-00 11.8% 8.8%	5.7% 17.1%
Teachers by Age Group Up to 24 25-29	0 2	997-98 1 0 3	998-99 1 1 2	999-00 2	2 6	0.0% 6.3% 12.5%	1997-98 0.0% 10.3% 6.9%	3.6% 7.1% 10.7%	1999-00 11.8% 8.8% 11.8%	5.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39	0 2 4	997-98 1 0 3 2 2	998-99 1 2 3	999-00 2 4 3 4 5	2 6 2	0.0% 6.3% 12.5% 3.1%	1997-98 0.0% 10.3% 6.9% 6.9%	1998-99 3.6% 7.1% 10.7% 10.7%	1999-00 11.8% 8.8% 11.8% 14.7%	5.7% 17.1% 5.7% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	0 2 4 1	997-98 1 0 3 2 2 5	998-99 1 2 3 3 1	999-00 2 4 3 4 5 0	2 6 2 7	0.0% 6.3% 12.5% 3.1% 18.8%	1997-98 0.0% 10.3% 6.9% 6.9% 17.2%	1998-99 3.6% 7.1% 10.7% 10.7% 3.6%	1999-00 11.8% 8.8% 11.8% 14.7% 0.0%	5.7% 17.1% 5.7% 20.0% 0.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 2 4 1 6 9	997-98 1 0 3 2 2 5 8	998-99 1 2 3 3 1 10	999-00 2 4 3 4 5 0 10	2 6 2 7 0 9	0.0% 6.3% 12.5% 3.1% 18.8% 28.1%	0.0% 10.3% 6.9% 6.9% 17.2% 27.6%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7%	1999-00 11.8% 8.8% 11.8% 14.7% 0.0% 29.4%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 2 4 1 6 9 5	997-98 1 0 3 2 2 5	998-99 1 2 3 3 1 10 5	999-00 2 4 3 4 5 0 10 5	2 6 2 7 0 9	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6%	0.0% 10.3% 6.9% 6.9% 17.2% 27.6% 17.2%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7% 17.9%	1999-00 11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 2 4 1 6 9 5 5	997-98 1 0 3 2 2 5 8 5 4	998-99 1 2 3 3 1 10 5 3	999-00 2 4 3 4 5 0 10 5 3	2 6 2 7 0 9 6 3	0.0% 6.3% 12.5% 3.1% 18.8% 28.1%	0.0% 10.3% 6.9% 6.9% 17.2% 27.6%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7%	1999-00 11.8% 8.8% 11.8% 14.7% 0.0% 29.4%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 2 4 1 6 9 5	997-98 1 0 3 2 2 5 8 5	998-99 1 2 3 3 1 10 5	999-00 2 4 3 4 5 0 10 5	2 6 2 7 0 9	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6%	0.0% 10.3% 6.9% 6.9% 17.2% 27.6% 17.2%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7% 17.9%	1999-00 11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 2 4 1 6 9 5 5	997-98 1 0 3 2 2 5 8 5 4	998-99 1 2 3 3 1 10 5 3	999-00 2 4 3 4 5 0 10 5 3	2 6 2 7 0 9 6 3	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6%	0.0% 10.3% 6.9% 6.9% 17.2% 27.6% 17.2%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7% 17.9%	1999-00 11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 2 4 1 6 9 5 5	997-98 1 0 3 2 2 5 8 5 4 44.8	998-99 1 2 3 3 1 10 5 3 43.4	999-00 2 4 3 4 5 0 10 5 3 40.9	2 6 2 7 0 9 6 3	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6%	0.0% 10.3% 6.9% 6.9% 17.2% 27.6% 17.2% 13.8%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7% 17.9% 10.7%	1999-00 11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7% 8.8%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 2 4 1 6 9 5 5 5 45.2	997-98 1 0 3 2 2 5 8 5 4 44.8	998-99 1 2 3 3 1 10 5 3 43.4	999-00 2 4 3 4 5 0 10 5 3 40.9	2 6 2 7 0 9 6 3 41.5	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6%	0.0% 10.3% 6.9% 17.2% 27.6% 17.2% 13.8%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7% 17.9% 10.7%	1999-00 11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7% 8.8%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1% 8.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 2 4 1 6 9 5 5 5 45.2	997-98 1 0 3 2 2 5 8 5 4 44.8	998-99 1 2 3 3 1 10 5 3 43.4	999-00 2 4 3 4 5 0 10 5 3 40.9	2 6 2 7 0 9 6 3 41.5	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6% 15.6%	0.0% 10.3% 6.9% 6.9% 17.2% 27.6% 17.2% 13.8%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7% 17.9% 10.7%	1999-00 11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7% 8.8% ages 1999-00	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1% 8.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 2 4 1 6 9 5 5 5 45.2	997-98 1 0 3 2 2 5 8 5 4 44.8 Distr	998-99 1 2 3 3 1 10 5 3 43.4	999-00 2 4 3 4 5 0 10 5 3 40.9	2 6 2 7 0 9 6 3 41.5	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6% 15.6%	0.0% 10.3% 6.9% 17.2% 27.6% 17.2% 13.8%  Distr 1997-98 18.2%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7% 17.9% 10.7% ict Percent 1998-99	1999-00 11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7% 8.8% ages 1999-00 30.0%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1% 8.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 2 4 1 6 9 5 5 45.2	997-98 1 0 3 2 2 5 8 5 4 44.8  Distr 997-98 1 6 4	998-99 1 2 3 3 1 10 5 3 43.4 ict Count. 998-99 1 5 5	999-00 2 4 3 4 5 0 10 5 3 40.9	2 6 2 7 0 9 6 3 41.5	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6% 15.6% 17.1%	0.0% 10.3% 6.9% 17.2% 27.6% 17.2% 13.8%  Distr 1997-98	3.6% 7.1% 10.7% 10.7% 3.6% 35.7% 17.9% 10.7%  ict Percent 1998-99 16.7% 16.7%	1999-00  11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7% 8.8%  1999-00  30.0% 15.0%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1% 8.6% 2000-01 24.4% 14.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 2 4 1 6 9 5 5 5 45.2	997-98 1 0 3 2 2 5 8 5 4 44.8  Distr 997-98 1 6 4 4	998-99 1 2 3 3 1 10 5 3 43.4 ict Count 998-99 1 5 5 2	999-00 2 4 3 4 5 0 10 5 3 40.9	2 6 2 7 0 9 6 3 41.5	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6% 15.6% 17.1% 17.1% 8.6%	0.0% 10.3% 6.9% 6.9% 17.2% 27.6% 17.2% 13.8%  Distr 1997-98 18.2% 12.1% 12.1%	1998-99 3.6% 7.1% 10.7% 3.6% 35.7% 17.9% 10.7%  ict Percent 1998-99 16.7% 6.7%	1999-00  11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7% 8.8%  ages 1999-00 30.0% 15.0% 10.0%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1% 8.6% 2000-01 24.4% 14.6% 17.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 2 4 1 6 9 5 5 5 45.2	997-98 1 0 3 2 2 5 8 5 4 44.8 Distr 997-98 1 6 4 4	998-99 1 2 3 3 1 10 5 3 43.4 ict Count 998-99 1 5 5 2 3	999-00 2 4 3 4 5 0 10 5 3 40.9 s 999-00 2 6 4 4	2 6 2 7 0 9 6 3 41.5	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6% 15.6% 17.1% 17.1% 8.6% 2.9%	0.0% 10.3% 6.9% 17.2% 27.6% 17.2% 13.8%  Distr 1997-98 18.2% 12.1% 12.1% 3.0%	1998-99 3.6% 7.1% 10.7% 3.6% 35.7% 17.9% 10.7%  ict Percent 1998-99 16.7% 16.7% 6.7% 10.0%	1999-00  11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7% 8.8%  1999-00  30.0% 15.0% 10.0%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1% 8.6% 2000-01 24.4% 14.6% 17.1% 7.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	0 2 4 1 6 9 5 5 5 45.2	997-98 1 0 3 2 2 5 8 5 4 44.8  Distr 997-98 1	998-99 1 2 3 3 1 10 5 3 43.4 eict Count 998-99 1 5 5 2 3 1	999-00 2 4 3 4 5 0 10 5 3 40.9 8 999-00 2 6 4 4 0	2 6 2 7 0 9 6 3 41.5	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6% 15.6% 17.1% 17.1% 8.6% 2.9% 8.6%	0.0% 10.3% 6.9% 17.2% 27.6% 17.2% 13.8%  Distr 1997-98 18.2% 12.1% 12.1% 3.0% 6.1%	3.6% 7.1% 10.7% 10.7% 3.6% 35.7% 17.9% 10.7%  ict Percent 1998-99 16.7% 16.7% 10.0% 3.3%	1999-00  11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7% 8.8%  1999-00  30.0% 15.0% 10.0% 10.0% 0.0%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1% 8.6% 2000-01 24.4% 14.6% 17.1% 7.3% 2.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 2 4 1 6 9 5 5 5 45.2	997-98 1 0 3 2 2 5 8 5 4 44.8 Distr 997-98 1 6 4 4	998-99 1 2 3 3 1 10 5 3 43.4 ict Count 998-99 1 5 5 2 3	999-00 2 4 3 4 5 0 10 5 3 40.9 s 999-00 2 6 4 4	2 6 2 7 0 9 6 3 41.5	0.0% 6.3% 12.5% 3.1% 18.8% 28.1% 15.6% 15.6% 17.1% 17.1% 8.6% 2.9%	0.0% 10.3% 6.9% 17.2% 27.6% 17.2% 13.8%  Distr 1997-98 18.2% 12.1% 12.1% 3.0%	1998-99 3.6% 7.1% 10.7% 3.6% 35.7% 17.9% 10.7%  ict Percent 1998-99 16.7% 16.7% 6.7% 10.0%	1999-00  11.8% 8.8% 11.8% 14.7% 0.0% 29.4% 14.7% 8.8%  1999-00  30.0% 15.0% 10.0%	5.7% 17.1% 5.7% 20.0% 0.0% 25.7% 17.1% 8.6% 2000-01 24.4% 14.6% 17.1% 7.3%

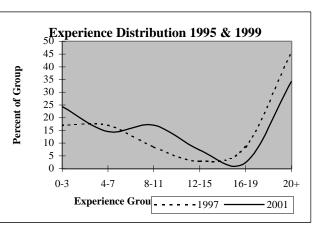
		Dis	strict Cou	nts			I	District Rate	es	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	4	8	1	0	-	9.5%	18.6%	2.5%	0.0%	-
Attrition from Transfers	1	2	0	0	-	2.4%	4.7%	0.0%	0.0%	-
Attrition from Exits	3	6	1	0	-	7.1%	14.0%	2.5%	0.0%	-
Teacher Attrition	4	6	1	0	-	11.4%	18.2%	3.3%	0.0%	-
Attrition from Transfers	1	1	0	0	-	2.9%	3.0%	0.0%	0.0%	-
Attrition from Exits	3	5	1	0	-	8.6%	15.2%	3.3%	0.0%	-
District Retention										
<b>Educator Retention</b>	38	35	39	50	-	90.5%	81.4%	97.5%	100.0%	-
Teacher Retention	31	27	29	40	-	88.6%	81.8%	96.7%	100.0%	-
Tanahan Datantian	G		atriat Dat		7			da Datas		1

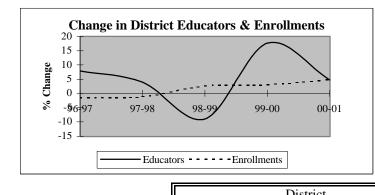
Teacher Retention	Di	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	92.3%	0.0%	7.7%
1 Year of Experience	88.9%	0.0%	11.1%
2 Years of Experience	87.5%	0.0%	12.5%
3 Years of Experience	75.0%	25.0%	0.0%
4 Years of Experience	100.0%	0.0%	0.0%
5 Years of Experience	100.0%	0.0%	0.0%

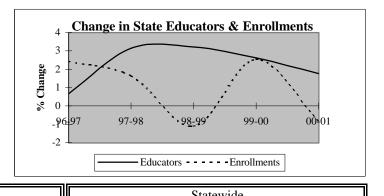
	Statewic	de Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		District Percentages           1996-97         1997-98         1998-99         1999-00         20           0.0%         2.2%         7.8%         16.0%           0.0%         2.2%         7.8%         12.0%           4.8%         0.0%         0.0%         0.0%				Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	0.0%	2.2%	7.8%	16.0%	17.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.0%	2.2%	7.8%	12.0%	3.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	4.8%	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.1%	95.3%	90.0%	84.0%	98.0%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.1%	4.7%	10.0%	16.0%	2.0%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide							
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01					
Supply & Demand Indicator	S					,									
Student to Educator Ratio	16.6	15.7	17.7	15.5	15.6	16.4	16.2	15.5	15.5	15.1					
Student to Teacher Ratio	18.8	17.9	20.0	17.4	17.7	19.2	18.8	18.1	18.0	17.6					
Change in Educators	11	6	-14	25	8	-	-	-	-	-					
% Change in Educators	7.9%	4.0%	-9.0%	17.6%	4.8%	0.7%	3.1%	3.2%	2.6%	1.8%					
Change in Enrollments	-37	-31	63	76	127	-	-	-	-	-					
% Change in Enrollment	-1.5%	-1.2%	2.6%	3.0%	4.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%					
Workforce															
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.0%	0.7%	0.7%	0.7%	0.7%	6.9%					
% Administrative Staff	5.3%	4.5%	6.3%	5.4%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%					
% Professional Staff	6.7%	7.7%	4.9%	5.4%	6.3%	9.6%	9.5%	9.6%	9.6%	9.7%					
% Minority	2.7%	2.0%	2.2%	1.9%	1.8%	12.1%	12.3%	12.4%	12.6%	12.8%					
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%					
% Female in Admin.	12.5%	28.6%	22.2%	22.2%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%					
Teachers															
Average Age	41.0	41.3	42.2	41.9	42.1	43.3	43.5	43.6	43.7	43.9					
Average Experience	13.1	12.9	13.4	12.8	12.9	13.8	13.7	13.7	13.4	13.3					
Average Salary	30,382	29,465	30,418	31,959	31,171	33,907	34,370	35,839	36,884	36,619					
% Minority Teachers	3.1%	2.3%	2.5%	2.1%	2.0%	12.0%	12.1%	12.3%	12.5%	12.6%					
% Female Teachers	72.7%	74.5%	73.8%	73.8%	75.3%	79.2%	79.4%	79.4%	79.4%	79.6%					
% Special Ed. Teachers	6.1%	10.2%	8.7%	10.1%	9.7%	10.9%	10.8%	10.9%	10.8%	10.7%					
Enrollment															
% Minority	10.2%	na	10.4%	10.3%	10.5%	26.0%	na	26.5%	27.3%	27.7%					
% Special Education	0.9%	0.9%	0.9%	1.1%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%					

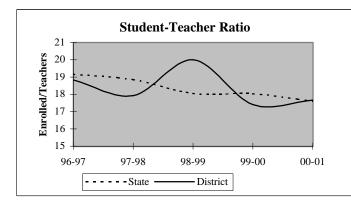
		Di	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	150	156	142	167	175	 100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	128	138	129	138	145	85.3%	88.5%	90.8%	82.6%	82.9%	
Newly Hired	22	18	13	29	30	14.7%	11.5%	9.2%	17.4%	17.1%	
Transfers In	5	6	2	9	3	22.7%	33.3%	15.4%	31.0%	10.0%	
Reentrants	8	3	1	9	8	36.4%	16.7%	7.7%	31.0%	26.7%	
First Time Educators	9	9	10	11	19	40.9%	50.0%	76.9%	37.9%	63.3%	
Total Exiting Next Year	12	27	4	22	-	8.0%	17.3%	2.8%	13.2%	=	
Transfers Out	6	7	0	5	-	50.0%	25.9%	0.0%	22.7%	-	
Leave Tennessee Educ.	6	20	4	17	-	50.0%	74.1%	100.0%	77.3%	-	

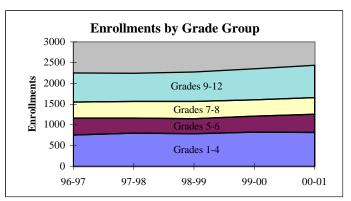
Dynamics Rates	District Rates								
District Attrition	8.0%	17.3%	2.8%	13.2%	-				
Transfers In/Out	0.83	0.86	nc	1.80	-				

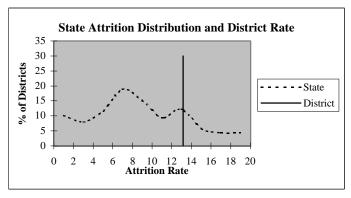
# District Report for: GIBSON CO SP DIST

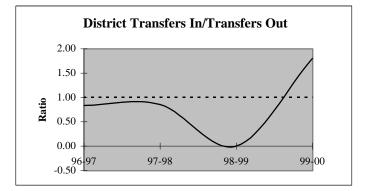
		Dis	trict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	150	156	142	167	175	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	8	7	9	9	10	5.3%	4.5%	6.3%	5.4%	5.7%	
Professional Staff	10	12	7	9	11	6.7%	7.7%	4.9%	5.4%	6.3%	
Total Teachers	132	137	126	149	154	88.0%	87.8%	88.7%	89.2%	88.0%	
Special Education	8	14	11	15	15	6.1%	10.2%	8.7%	10.1%	9.7%	
Pre-K & Kindergarten	10	10	9	13	15	7.6%	7.3%	7.1%	8.7%	9.7%	
Elementary (1-4)	41	42	42	49	51	31.1%	30.7%	33.3%	32.9%	33.1%	
Middle School (5-6)	20	20	18	22	21	15.2%	14.6%	14.3%	14.8%	13.6%	
Jr. High (7-8)	21	20	15	17	17	15.9%	14.6%	11.9%	11.4%	11.0%	
High School (9-12)	32	31	31	33	35	24.2%	22.6%	24.6%	22.1%	22.7%	
Business	1	0	1	2	2	3.1%	0.0%	3.2%	6.1%	5.7%	
Language Arts	4	4	3	4	4	12.5%	12.9%	9.7%	12.1%	11.4%	
Social Studies	2	4	4	4	5	6.3%	12.9%	12.9%	12.1%	14.3%	
Foreign Language	1	1	1	1	1	3.1%	3.2%	3.2%	3.0%	2.9%	
Mathematics	3	3	3	4	5	9.4%	9.7%	9.7%	12.1%	14.3%	
Science	3	2	2	3	5	9.4%	6.5%	6.5%	9.1%	14.3%	
Vocational Education	9	9	10	10	9	28.1%	29.0%	32.3%	30.3%	25.7%	
Other High School	9	8	7	5	4	28.1%	25.8%	22.6%	15.2%	11.4%	
Total Enrollments	2,487	2,456	2,519	2,595	2,722	100.0%	100.0%	100.0%	100.0%	100.0%	
D IZ 0 IZ	010	100	220	216	2.40	0.50/	7.00/	0.70/	0.20/	0.10/	

Total Enrollments	2,487	2,456	2,519	2,595	2,722	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	212	192	220	216	248	8.5%	7.8%	8.7%	8.3%	9.1%
Grades 1-4	756	799	783	828	817	30.4%	32.5%	31.1%	31.9%	30.0%
Grades 5-6	409	362	369	386	440	16.4%	14.7%	14.6%	14.9%	16.2%
Grades 7-8	387	406	412	387	400	15.6%	16.5%	16.4%	14.9%	14.7%
Grades 9-12	697	675	710	749	781	28.0%	27.5%	28.2%	28.9%	28.7%
Ungraded	26	22	25	29	36	1.0%	0.9%	1.0%	1.1%	1.3%









District Percentages

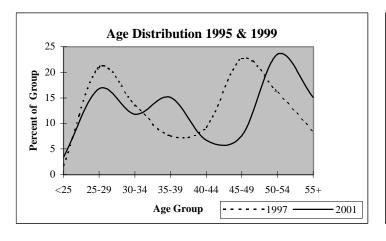
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender				·				·		
Administrative	8	7	9	9	10	5.4%	4.7%	6.6%	5.7%	6.0%
White - Females	1	2	2	2	2	12.5%	28.6%	22.2%	22.2%	20.0%
White - Males	7	5	7	7	8	87.5%	71.4%	77.8%	77.8%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	10	11	7	7	10	6.8%	7.3%	5.1%	4.4%	6.0%
White - Females	6	7	6	7	9	60.0%	63.6%	85.7%	100.0%	90.0%
White - Males	4	4	1	0	1	40.0%	36.4%	14.3%	0.0%	10.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	129	132	121	143	147	87.8%	88.0%	88.3%	89.9%	88.0%
White - Females	93	98	89	106	110	72.1%	74.2%	73.6%	74.1%	74.8%
White - Males	32	31	29	34	34	24.8%	23.5%	24.0%	23.8%	23.1%
Black - Females	2	2	2	2	2	1.6%	1.5%	1.7%	1.4%	1.4%
Black - Males	2	1	1	1	1	1.6%	0.8%	0.8%	0.7%	0.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Aga Distribution		Di	atriot Cou	nta	<del></del> 1		Diete	riot Doroont	0.000	
Age Distribution	1006.07		strict Cou		2000 01	1006.07		rict Percent		2000.01
Teachers by Age Group		1997-98	1998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	2	1997-98	1998-99	1999-00	4	1.7%	1997-98 1.7%	1998-99	1999-00	3.4%
Teachers by Age Group Up to 24 25-29	2 25	1997-98 2 24	1998-99 3 13	1999-00 2 20	4 20	1.7% 21.0%	1997-98 1.7% 20.2%	1998-99 2.9% 12.4%	1999-00 1.7% 16.7%	3.4% 16.8%
Teachers by Age Group Up to 24 25-29 30-34	2 25 16	1997-98 2 24 15	1998-99 3 13 18	1999-00 2 20 19	4 20 14	1.7% 21.0% 13.4%	1997-98 1.7% 20.2% 12.6%	2.9% 12.4% 17.1%	1999-00 1.7% 16.7% 15.8%	3.4% 16.8% 11.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39	2 25 16 9	1997-98 2 24 15 10	1998-99 3 13 18 10	1999-00 2 20 19 15	4 20 14 18	1.7% 21.0% 13.4% 7.6%	1997-98 1.7% 20.2% 12.6% 8.4%	2.9% 12.4% 17.1% 9.5%	1999-00 1.7% 16.7% 15.8% 12.5%	3.4% 16.8% 11.8% 15.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	2 25 16 9	2 24 15 10	1998-99 3 13 18 10 8	1999-00 2 20 19 15 6	4 20 14 18 8	1.7% 21.0% 13.4% 7.6% 9.2%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2%	2.9% 12.4% 17.1% 9.5% 7.6%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0%	3.4% 16.8% 11.8% 15.1% 6.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 25 16 9 11 27	2 24 15 10 11 23	1998-99 3 13 18 10 8 15	2 20 19 15 6 13	4 20 14 18 8 9	1.7% 21.0% 13.4% 7.6% 9.2% 22.7%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 25 16 9 11 27 19	2 24 15 10 11 23 25	3 13 18 10 8 15 27	2 20 19 15 6 13 29	4 20 14 18 8 9 28	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 25 16 9 11 27	2 24 15 10 11 23	1998-99 3 13 18 10 8 15	2 20 19 15 6 13	4 20 14 18 8 9	1.7% 21.0% 13.4% 7.6% 9.2% 22.7%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 25 16 9 11 27 19	2 24 15 10 11 23 25	3 13 18 10 8 15 27	2 20 19 15 6 13 29	4 20 14 18 8 9 28	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 25 16 9 11 27 19	2 24 15 10 11 23 25 9	1998-99 3 13 18 10 8 15 27 11	2 20 19 15 6 13 29 16	4 20 14 18 8 9 28 18	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 25 16 9 11 27 19	2 24 15 10 11 23 25 9 41.3	1998-99 3 13 18 10 8 15 27 11 42.2	2 20 19 15 6 13 29 16 41.9	4 20 14 18 8 9 28 18	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 25 16 9 11 27 19 10 41.0	1997-98 2 24 15 10 11 23 25 9 41.3	1998-99 3 13 18 10 8 15 27 11 42.2	1999-00 2 20 19 15 6 13 29 16 41.9	4 20 14 18 8 9 28 18 42.1	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0% 7.6%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7% 10.5%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2% 13.3%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	2 25 16 9 11 27 19	1997-98 2 24 15 10 11 23 25 9 41.3	1998-99 3 13 18 10 8 15 27 11 42.2	1999-00 2 20 19 15 6 13 29 16 41.9	4 20 14 18 8 9 28 18 42.1	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0% 7.6%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7% 10.5%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2% 13.3%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	2 25 16 9 11 27 19 10 41.0	1997-98 2 24 15 10 11 23 25 9 41.3	1998-99 3 13 18 10 8 15 27 11 42.2	1999-00 2 20 19 15 6 13 29 16 41.9	4 20 14 18 8 9 28 18 42.1	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0% 8.4%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0% 7.6%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7% 10.5%	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2% 13.3%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5% 15.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	2 25 16 9 11 27 19 10 41.0	1997-98 2 24 15 10 11 23 25 9 41.3	1998-99 3 13 18 10 8 15 27 11 42.2 strict Cou	1999-00 2 20 19 15 6 13 29 16 41.9	4 20 14 18 8 9 28 18 42.1	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0% 8.4%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0% 7.6% Distr	1998-99 2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7% 10.5% rict Percent 1998-99	1999-00 1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2% 13.3% ages 1999-00	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5% 15.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	2 25 16 9 11 27 19 10 41.0	1997-98 2 24 15 10 11 23 25 9 41.3 Dis	1998-99 3 13 18 10 8 15 27 11 42.2 strict Cou 1998-99 29	1999-00 2 20 19 15 6 13 29 16 41.9	4 20 14 18 8 9 28 18 42.1	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0% 8.4%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0% 7.6% Distr 1997-98 22.6%	2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7% 10.5%  rict Percent 1998-99 23.0%	1999-00  1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2% 13.3%  ages 1999-00 26.8%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5% 15.1% 2000-01 27.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	2 25 16 9 11 27 19 10 41.0	1997-98 2 24 15 10 11 23 25 9 41.3 Dis 1997-98	1998-99 3 13 18 10 8 15 27 11 42.2 strict Cou 1998-99 29 26	1999-00 2 20 19 15 6 13 29 16 41.9	4 20 14 18 8 9 28 18 42.1 2000-01 43 28	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0% 8.4%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0% 7.6% Distr 1997-98 22.6% 20.4%	1998-99 2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7% 10.5%  rict Percent 1998-99 23.0% 20.6%	1999-00  1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2% 13.3%  ages 1999-00  26.8% 18.8%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5% 15.1% 2000-01 27.9% 18.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 25 16 9 11 27 19 10 41.0	1997-98 2 24 15 10 11 23 25 9 41.3 Dis 1997-98 31 28 13	1998-99 3 13 18 10 8 15 27 11 42.2 strict Cou 1998-99 26 11	1999-00 2 20 19 15 6 13 29 16 41.9 1999-00 40 28 13	4 20 14 18 8 9 28 18 42.1 2000-01 43 28 16	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0% 8.4%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0% 7.6% Distr 1997-98 22.6% 20.4% 9.5%	1998-99  2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7% 10.5%  rict Percent 1998-99  23.0% 20.6% 8.7%	1999-00  1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2% 13.3%  ages 1999-00 26.8% 18.8% 8.7%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5% 15.1%  2000-01 27.9% 18.2% 10.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 25 16 9 11 27 19 10 41.0	1997-98 2 24 15 10 11 23 25 9 41.3 Dis 1997-98 31 28 13 8	1998-99 3 13 18 10 8 15 27 11 42.2 strict Cou 1998-99 29 26 11 9	1999-00 2 20 19 15 6 13 29 16 41.9 1999-00 40 28 13 13	20 14 18 8 9 28 18 42.1 2000-01 43 28 16 10	1.7% 21.0% 13.4% 7.6% 9.2% 22.7% 16.0% 8.4%	1997-98 1.7% 20.2% 12.6% 8.4% 9.2% 19.3% 21.0% 7.6% Distr 1997-98 22.6% 20.4% 9.5% 5.8%	1998-99  2.9% 12.4% 17.1% 9.5% 7.6% 14.3% 25.7% 10.5%  rict Percent 1998-99  23.0% 20.6% 8.7% 7.1%	1999-00  1.7% 16.7% 15.8% 12.5% 5.0% 10.8% 24.2% 13.3%  ages 1999-00  26.8% 18.8% 8.7% 8.7%	3.4% 16.8% 11.8% 15.1% 6.7% 7.6% 23.5% 15.1% 2000-01 27.9% 18.2% 10.4% 6.5%

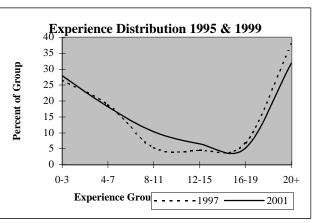
		Dis	trict Coun	ts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	12	27	4	22	-	ľ	8.0%	17.3%	2.8%	13.2%	-
Attrition from Transfers	6	7	0	5	-	_	4.0%	4.5%	0.0%	3.0%	-
Attrition from Exits	6	20	4	17	-		4.0%	12.8%	2.8%	10.2%	-
Teacher Attrition	9	22	3	20	-		6.8%	16.1%	2.4%	13.4%	-
Attrition from Transfers	5	6	0	5	-		3.8%	4.4%	0.0%	3.4%	-
Attrition from Exits	4	16	3	15	-		3.0%	11.7%	2.4%	10.1%	-
District Retention											
<b>Educator Retention</b>	138	129	138	145	-		92.0%	82.7%	97.2%	86.8%	-
Teacher Retention	123	115	123	129	-		93.2%	83.9%	97.6%	86.6%	-

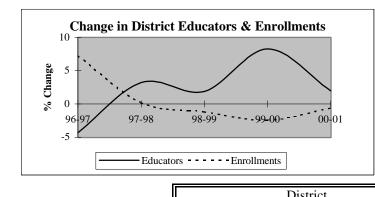
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	80.0%	11.1%	8.9%
1 Year of Experience	80.5%	7.3%	12.2%
2 Years of Experience	95.0%	2.5%	2.5%
3 Years of Experience	87.8%	2.4%	9.8%
4 Years of Experience	79.5%	7.7%	12.8%
5 Years of Experience	86.7%	0.0%	13.3%

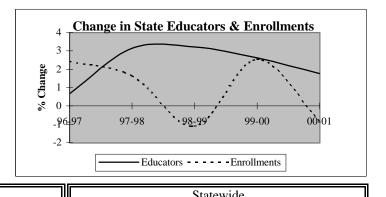
	04-4	1. D.(	
	Statewic	ie Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	10.9%	15.4%	21.8%	24.9%	24.7%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	9.0%	11.4%	16.2%	15.4%	10.1%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	1.3%	0.0%	3.0%	0.6%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.7%	89.7%	92.3%	83.8%	84.0%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.6%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.3%	9.0%	7.7%	12.6%	15.4%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide						
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Supply & Demand Indicator	s											
Student to Educator Ratio	16.6	16.1	15.6	14.0	13.7	16.4	16.2	15.5	15.5	15.1		
Student to Teacher Ratio	19.6	18.8	18.2	16.4	16.0	19.2	18.8	18.1	18.0	17.6		
Change in Educators	-14	10	6	27	7	-	-	-	-	-		
% Change in Educators	-4.3%	3.2%	1.9%	8.3%	2.0%	0.7%	3.1%	3.2%	2.6%	1.8%		
Change in Enrollments	348	9	-63	-124	-30	-	-	-	-	-		
% Change in Enrollment:	7.3%	0.2%	-1.2%	-2.4%	-0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%		
Workforce												
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.7%	0.7%	0.7%	0.7%	0.7%	6.9%		
% Administrative Staff	3.5%	3.8%	4.0%	3.7%	3.6%	4.5%	4.5%	4.4%	4.4%	4.3%		
% Professional Staff	11.9%	10.6%	10.4%	10.5%	10.6%	9.6%	9.5%	9.6%	9.6%	9.7%		
% Minority	4.7%	4.2%	5.2%	5.1%	5.0%	12.1%	12.3%	12.4%	12.6%	12.8%		
% Minority in Admin.	9.1%	16.7%	15.4%	7.7%	7.7%	16.8%	17.2%	16.7%	17.1%	17.7%		
% Female in Admin.	9.1%	16.7%	15.4%	23.1%	23.1%	36.3%	37.4%	38.6%	40.6%	41.5%		
Teachers												
Average Age	43.2	43.7	44.2	44.8	45.5	43.3	43.5	43.6	43.7	43.9		
Average Experience	14.0	14.1	14.5	14.3	14.8	13.8	13.7	13.7	13.4	13.3		
Average Salary	30,833	30,756	32,020	32,909	33,457	33,907	34,370	35,839	36,884	36,619		
% Minority Teachers	4.8%	3.8%	4.9%	5.3%	4.8%	12.0%	12.1%	12.3%	12.5%	12.6%		
% Female Teachers	80.9%	78.5%	78.1%	78.2%	78.0%	79.2%	79.4%	79.4%	79.4%	79.6%		
% Special Ed. Teachers	10.7%	9.5%	10.0%	11.2%	11.0%	10.9%	10.8%	10.9%	10.8%	10.7%		
Enrollment												
% Minority	15.9%	na	16.4%	17.2%	17.4%	26.0%	na	26.5%	27.3%	27.7%		
% Special Education	0.4%	0.5%	0.0%	0.5%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%		

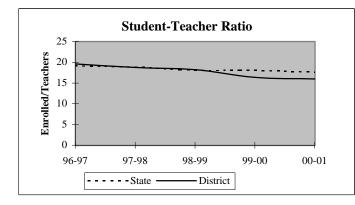
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	310	320	326	353	360		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	288	291	301	317	323		92.9%	90.9%	92.3%	89.8%	89.7%
Newly Hired	22	29	25	36	37		7.1%	9.1%	7.7%	10.2%	10.3%
Transfers In	4	4	2	5	6		18.2%	13.8%	8.0%	13.9%	16.2%
Reentrants	6	8	9	13	16		27.3%	27.6%	36.0%	36.1%	43.2%
First Time Educators	12	17	14	18	15		54.5%	58.6%	56.0%	50.0%	40.5%
Total Exiting Next Year	19	19	9	30	-		6.1%	5.9%	2.8%	8.5%	-
Transfers Out	4	1	3	5	-		21.1%	5.3%	33.3%	16.7%	-
Leave Tennessee Educ.	15	18	6	25	-		78.9%	94.7%	66.7%	83.3%	-

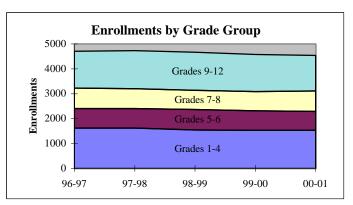
Dynamics Rates	District Rates								
District Attrition	6.1%	5.9%	2.8%	8.5%	-				
Transfers In/Out	1.00	4.00	0.67	1.00	-				

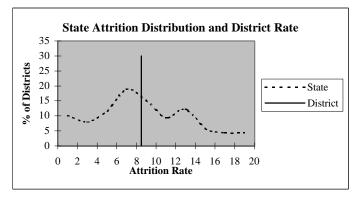
# District Report for: GILES COUNTY

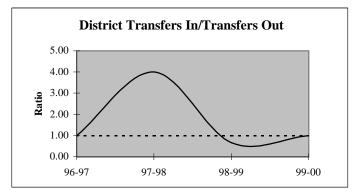
		Dis	trict Coun	ts	_	District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	310	320	326	353	360	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	11	12	13	13	13	3.5%	3.8%	4.0%	3.7%	3.6%	
Professional Staff	37	34	34	37	38	11.9%	10.6%	10.4%	10.5%	10.6%	
Total Teachers	262	274	279	303	309	84.5%	85.6%	85.6%	85.8%	85.8%	
Special Education	28	26	28	34	34	10.7%	9.5%	10.0%	11.2%	11.0%	
Pre-K & Kindergarten	19	18	19	20	20	7.3%	6.6%	6.8%	6.6%	6.5%	
Elementary (1-4)	95	102	102	108	111	36.3%	37.2%	36.6%	35.6%	35.9%	
Middle School (5-6)	29	30	30	34	32	11.1%	10.9%	10.8%	11.2%	10.4%	
Jr. High (7-8)	28	27	27	30	32	10.7%	9.9%	9.7%	9.9%	10.4%	
High School (9-12)	63	71	73	77	80	24.0%	25.9%	26.2%	25.4%	25.9%	
Business	2	2	2	2	1	3.2%	2.8%	2.7%	2.6%	1.3%	
Language Arts	12	10	12	14	12	19.0%	14.1%	16.4%	18.2%	15.0%	
Social Studies	7	7	8	10	9	11.1%	9.9%	11.0%	13.0%	11.3%	
Foreign Language	3	3	3	3	5	4.8%	4.2%	4.1%	3.9%	6.3%	
Mathematics	7	8	8	9	9	11.1%	11.3%	11.0%	11.7%	11.3%	
Science	6	10	8	10	10	9.5%	14.1%	11.0%	13.0%	12.5%	
Vocational Education	18	19	19	17	18	28.6%	26.8%	26.0%	22.1%	22.5%	
Other High School	8	12	13	12	16	12.7%	16.9%	17.8%	15.6%	20.0%	
Tetal Familian at	5 127	5 146	£ 002	4.050	4.020	100.00/	100.00/	100.00/	100.00/	100.00/	

Total Enrollments	5,137	5,146	5,083	4,959	4,929	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	414	386	394	354	363	8.1%	7.5%	7.8%	7.1%	7.4%
Grades 1-4	1,615	1,616	1,539	1,532	1,534	31.4%	31.4%	30.3%	30.9%	31.1%
Grades 5-6	792	791	825	780	760	15.4%	15.4%	16.2%	15.7%	15.4%
Grades 7-8	818	790	775	779	814	15.9%	15.4%	15.2%	15.7%	16.5%
Grades 9-12	1,476	1,536	1,529	1,488	1,434	28.7%	29.8%	30.1%	30.0%	29.1%
Ungraded	22	27	21	26	24	0.4%	0.5%	0.4%	0.5%	0.5%









			ict Count				Distr	ict Percenta	iges	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	11	12	13	13	13	3.7%	3.9%	4.2%	3.9%	3.8%
White - Females	1	1	1	3	3	9.1%	8.3%	7.7%	23.1%	23.1%
White - Males	9	9	10	9	9	81.8%	75.0%	76.9%	69.2%	69.2%
Black - Females	0	1	1	0	0	0.0%	8.3%	7.7%	0.0%	0.0%
Black - Males	1	1	1	1	1	9.1%	8.3%	7.7%	7.7%	7.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	36	33	33	36	37	12.0%	10.8%	10.7%	10.8%	10.9%
White - Females	24	22	22	25	25	66.7%	66.7%	66.7%	69.4%	67.6%
White - Males	11	10	10	10	10	30.6%	30.3%	30.3%	27.8%	27.0%
Black - Females	1	1	1	1	1	2.8%	3.0%	3.0%	2.8%	2.7%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	252	261	263	285	289	84.3%	85.3%	85.1%	85.3%	85.3%
White - Females	199	202	202	219	221	79.0%	77.4%	76.8%	76.8%	76.5%
White - Males	41	49	48	51	54	16.3%	18.8%	18.3%	17.9%	18.7%
Black - Females	9	8	10	10	10	3.6%	3.1%	3.8%	3.5%	3.5%
Black - Males Other - Females	2	2	3	4	3	0.8% 0.0%	0.8% 0.0%	1.1% 0.0%	1.4%	1.0% 0.3%
Other - Males	1	0	0 0	1 0	1 0	0.0%	0.0%	0.0%	0.4% 0.0%	0.3%
Ouici - ividies	1	U	U	U	U	0.470	0.0%	0.0%	0.0%	0.0%
Age Distribution		Distr	ict Count	S			Distr	ict Percenta	iges	
Teachers by Age Group	11	-1011				1996-97	1997-98	1998-99		2000-01
reactions by Age Ottoub	1996-97 1	997-98 1	998-99 1	999-00  2	000-01	1990-9/ 11	1///-/01	1770-77 II	1999-00	-
· · · · · · · · · · · · · · · · · · ·	1996-97 1									1.3%
Up to 24	1	2	1	4	3	0.4%	0.8%	0.4%	1.7%	1.3% 6.4%
Up to 24 25-29	1 28	2 26	1 20	4 18	3 15	0.4% 11.6%	0.8% 10.9%	0.4% 8.5%	1.7% 7.4%	6.4%
Up to 24	1	2	1	4	3	0.4%	0.8%	0.4%	1.7%	
Up to 24 25-29 30-34	1 28 24	2 26 26	1 20 25	4 18 23	3 15 23	0.4% 11.6% 10.0%	0.8% 10.9% 10.9%	0.4% 8.5% 10.7%	1.7% 7.4% 9.5%	6.4% 9.7%
Up to 24 25-29 30-34 35-39	1 28 24 23	2 26 26 20	1 20 25 29	4 18 23 30	3 15 23 28	0.4% 11.6% 10.0% 9.5%	0.8% 10.9% 10.9% 8.4%	0.4% 8.5% 10.7% 12.4%	1.7% 7.4% 9.5% 12.4%	6.4% 9.7% 11.9%
Up to 24 25-29 30-34 35-39 40-45	1 28 24 23 51	2 26 26 20 44	1 20 25 29 35	4 18 23 30 33	3 15 23 28 27	0.4% 11.6% 10.0% 9.5% 21.2%	0.8% 10.9% 10.9% 8.4% 18.5%	0.4% 8.5% 10.7% 12.4% 15.0%	1.7% 7.4% 9.5% 12.4% 13.6%	6.4% 9.7% 11.9% 11.4%
Up to 24 25-29 30-34 35-39 40-45 45-49	1 28 24 23 51 46	2 26 26 20 44 47	1 20 25 29 35 46	4 18 23 30 33 48	3 15 23 28 27 50	0.4% 11.6% 10.0% 9.5% 21.2% 19.1%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8%	6.4% 9.7% 11.9% 11.4% 21.2%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 28 24 23 51 46 41 27	2 26 26 20 44 47 40 33	1 20 25 29 35 46 42 36	4 18 23 30 33 48 46 40	3 15 23 28 27 50 46 44	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 28 24 23 51 46 41	2 26 26 20 44 47 40	1 20 25 29 35 46 42	4 18 23 30 33 48 46	3 15 23 28 27 50 46	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 28 24 23 51 46 41 27	2 26 26 20 44 47 40 33	1 20 25 29 35 46 42 36	4 18 23 30 33 48 46 40	3 15 23 28 27 50 46 44	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 28 24 23 51 46 41 27	2 26 26 20 44 47 40 33 43.7	1 20 25 29 35 46 42 36 44.2	4 18 23 30 33 48 46 40 44.8	3 15 23 28 27 50 46 44	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8% 13.9%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9% 15.4%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0% 16.5%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 28 24 23 51 46 41 27 43.2	2 26 26 20 44 47 40 33 43.7	1 20 25 29 35 46 42 36 44.2	4 18 23 30 33 48 46 40 44.8	3 15 23 28 27 50 46 44 45.5	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0% 11.2%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8% 13.9%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9% 15.4%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0% 16.5%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5% 18.6%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 28 24 23 51 46 41 27 43.2	2 26 26 20 44 47 40 33 43.7	1 20 25 29 35 46 42 36 44.2	4 18 23 30 33 48 46 40 44.8	3 15 23 28 27 50 46 44 45.5	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0% 11.2%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8% 13.9%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9% 15.4%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0% 16.5%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5% 18.6%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 28 24 23 51 46 41 27 43.2	2 26 26 20 44 47 40 33 43.7 Distr 997-98 1	1 20 25 29 35 46 42 36 44.2	4 18 23 30 33 48 46 40 44.8	3 15 23 28 27 50 46 44 45.5	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0% 11.2%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8% 13.9% Distr	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9% 15.4%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0% 16.5%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5% 18.6% 2000-01 20.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 28 24 23 51 46 41 27 43.2	2 26 26 20 44 47 40 33 43.7 Distr 997-98 1 52 41	1 20 25 29 35 46 42 36 44.2 ict Count: 998-99 1 55 35	4 18 23 30 33 48 46 40 44.8 s 999-00 2 48	3 15 23 28 27 50 46 44 45.5	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0% 11.2%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8% 13.9%  Distr 1997-98 19.0% 15.0%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9% 15.4%  ict Percenta 1998-99 19.7% 12.5%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0% 16.5%  1999-00 20.5% 15.8%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5% 18.6% 2000-01 20.4% 13.9%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 28 24 23 51 46 41 27 43.2 1996-97 1 44 38 30	2 26 26 20 44 47 40 33 43.7 Distr 997-98 1 52 41 29	1 20 25 29 35 46 42 36 44.2 sict Counts 998-99 1 55 35 35	4 18 23 30 33 48 46 40 44.8 s 999-00 2 48 24	3 15 23 28 27 50 46 44 45.5	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0% 11.2%  1996-97 16.8% 14.5% 11.5%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8% 13.9%  Distr 1997-98 19.0% 15.0% 10.6%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9% 15.4%  ict Percenta 1998-99 19.7% 12.5% 11.5%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0% 16.5%  19.5% 15.8% 7.9%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5% 18.6% 2000-01 20.4% 13.9% 9.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 28 24 23 51 46 41 27 43.2 1996-97 1 44 38 30 29	2 26 26 20 44 47 40 33 43.7 Distr 997-98 1 52 41 29 26	1 20 25 29 35 46 42 36 44.2 ict Count: 998-99 1 55 35 32 23	4 18 23 30 33 48 46 40 44.8 s 999-00 2 48 24 30	3 15 23 28 27 50 46 44 45.5	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0% 11.2%  1996-97  16.8% 14.5% 11.5% 11.1%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8% 13.9%  Distr 1997-98 19.0% 15.0% 10.6% 9.5%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9% 15.4%  ict Percenta 1998-99 19.7% 12.5% 11.5% 8.2%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0% 16.5%  19.5% 15.8% 7.9% 9.9%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5% 18.6% 2000-01 20.4% 13.9% 9.4% 9.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 28 24 23 51 46 41 27 43.2 1996-97 1 44 38 30	2 26 26 20 44 47 40 33 43.7 Distr 997-98 1 52 41 29	1 20 25 29 35 46 42 36 44.2 sict Counts 998-99 1 55 35 35	4 18 23 30 33 48 46 40 44.8 s 999-00 2 48 24	3 15 23 28 27 50 46 44 45.5	0.4% 11.6% 10.0% 9.5% 21.2% 19.1% 17.0% 11.2%  1996-97 16.8% 14.5% 11.5%	0.8% 10.9% 10.9% 8.4% 18.5% 19.7% 16.8% 13.9%  Distr 1997-98 19.0% 15.0% 10.6%	0.4% 8.5% 10.7% 12.4% 15.0% 19.7% 17.9% 15.4%  ict Percenta 1998-99 19.7% 12.5% 11.5%	1.7% 7.4% 9.5% 12.4% 13.6% 19.8% 19.0% 16.5%  19.5% 15.8% 7.9%	6.4% 9.7% 11.9% 11.4% 21.2% 19.5% 18.6% 2000-01 20.4% 13.9% 9.4%

14.0

14.1

14.3

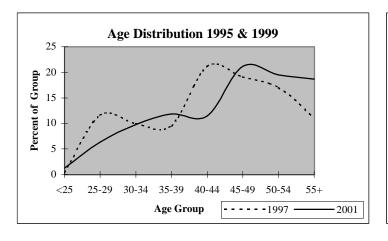
14.8

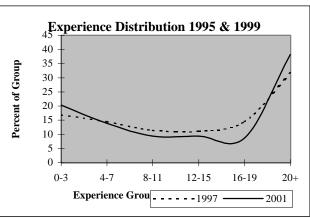
		District Counts					District Rates				
Attrition	1996-97 1	997-98	1998-99	999-00 2	2000-01	1996	5-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	19	19	9	30	-	Ć	5.1%	5.9%	2.8%	8.5%	-
Attrition from Transfers	4	1	3	5	-	1	.3%	0.3%	0.9%	1.4%	-
Attrition from Exits	15	18	6	25	-		1.8%	5.6%	1.8%	7.1%	-
Teacher Attrition	14	18	6	25	-	5	5.3%	6.6%	2.2%	8.3%	-
Attrition from Transfers	3	1	2	4	-	1	.1%	0.4%	0.7%	1.3%	-
Attrition from Exits	11	17	4	21	-	4	1.2%	6.2%	1.4%	6.9%	-
District Retention											
<b>Educator Retention</b>	291	301	317	323	-	93	3.9%	94.1%	97.2%	91.5%	-
Teacher Retention	248	256	273	278	-	94	1.7%	93.4%	97.8%	91.7%	-

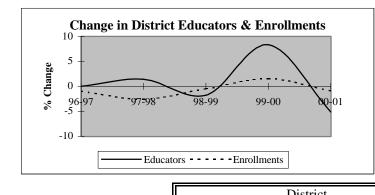
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	80.8%	3.8%	15.4%
1 Year of Experience	88.2%	1.5%	10.3%
2 Years of Experience	94.7%	0.0%	5.3%
3 Years of Experience	93.4%	0.0%	6.6%
4 Years of Experience	89.7%	0.0%	10.3%
5 Years of Experience	92.0%	0.0%	8.0%

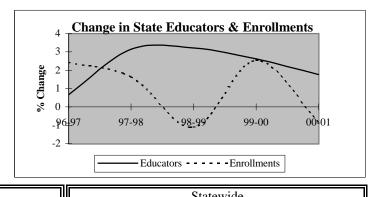
	Statewic	de Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	10.3%	11.8%	14.0%	16.7%	16.3%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.3%	7.1%	9.2%	9.3%	8.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment	4.05		0.00	0.0-1	0.004						
% Increment by 0	1.0%	0.0%	0.3%	0.8%	0.8%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.9%	91.9%	92.3%	90.4%	90.0%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.3%	0.3%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.8%	7.8%	7.1%	8.8%	9.2%		8.6%	9.3%	9.4%	11.0%	10.3%









	District					<u>Statewide</u>					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	15.6	15.0	15.2	14.3	14.9	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.1	17.6	18.1	17.1	18.0	19.2	18.8	18.1	18.0	17.6	
Change in Educators	0	3	-4	18	-12	-	-	-	-	-	
% Change in Educators	0.0%	1.4%	-1.8%	8.3%	-5.1%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-32	-87	-16	51	-30	-	-	-	-	-	
% Change in Enrollment:	-0.9%	-2.6%	-0.5%	1.5%	-0.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	0.4%	5.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.1%	5.0%	5.1%	4.7%	5.0%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.3%	9.5%	10.6%	11.5%	12.2%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.5%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	9.1%	9.1%	9.1%	9.1%	18.2%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	40.1	41.0	42.3	42.4	42.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.9	12.4	13.6	13.6	13.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,862	30,146	32,067	32,932	32,792	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.6%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	71.8%	72.9%	72.0%	71.4%	70.7%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	6.9%	6.4%	5.5%	7.1%	7.1%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	0.6%	na	0.7%	1.0%	1.1%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.0%	0.9%	1.5%	1.0%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%	

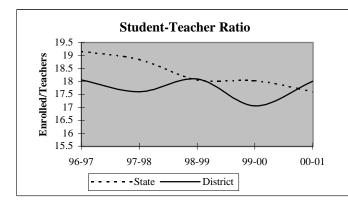
		Dis	strict Cou	nts				Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	217	220	216	234	222	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	203	210	207	215	206		93.5%	95.5%	95.8%	91.9%	92.8%
Newly Hired	14	10	9	19	16		6.5%	4.5%	4.2%	8.1%	7.2%
Transfers In	2	1	1	5	2		14.3%	10.0%	11.1%	26.3%	12.5%
Reentrants	5	1	2	1	5		35.7%	10.0%	22.2%	5.3%	31.3%
First Time Educators	7	8	6	13	9		50.0%	80.0%	66.7%	68.4%	56.3%
Total Exiting Next Year	7	13	1	28	-		3.2%	5.9%	0.5%	12.0%	-
Transfers Out	1	3	0	3	-		14.3%	23.1%	0.0%	10.7%	-
Leave Tennessee Educ.	6	10	1	25	-		85.7%	76.9%	100.0%	89.3%	-

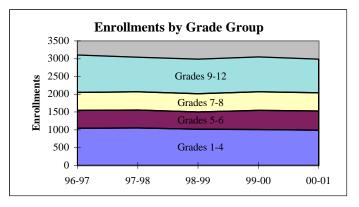
Dynamics Rates	District Rates						
District Attrition	3.2%	5.9%	0.5%	12.0%	-		
Transfers In/Out	2.00	0.33	nc	1.67	-		

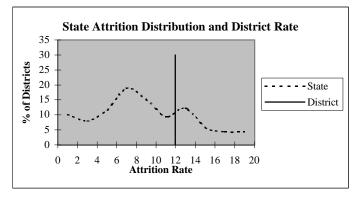
# District Report for: GRAINGER COUNTY

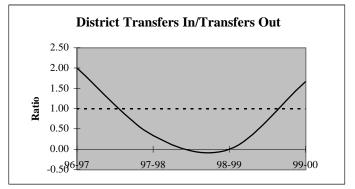
		Dis	trict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	217	220	216	234	222	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	11	11	11	11	11	5.1%	5.0%	5.1%	4.7%	5.0%	
Professional Staff	18	21	23	27	27	8.3%	9.5%	10.6%	11.5%	12.2%	
Total Teachers	188	188	182	196	184	86.6%	85.5%	84.3%	83.8%	82.9%	
Special Education	13	12	10	14	13	6.9%	6.4%	5.5%	7.1%	7.1%	
Pre-K & Kindergarten	16	16	16	16	17	8.5%	8.5%	8.8%	8.2%	9.2%	
Elementary (1-4)	71	72	72	74	66	37.8%	38.3%	39.6%	37.8%	35.9%	
Middle School (5-6)	20	20	18	20	24	10.6%	10.6%	9.9%	10.2%	13.0%	
Jr. High (7-8)	19	20	21	23	19	10.1%	10.6%	11.5%	11.7%	10.3%	
High School (9-12)	49	48	45	49	45	26.1%	25.5%	24.7%	25.0%	24.5%	
Business	2	2	1	0	0	4.1%	4.2%	2.2%	0.0%	0.0%	
Language Arts	10	6	7	10	7	20.4%	12.5%	15.6%	20.4%	15.6%	
Social Studies	6	6	6	6	6	12.2%	12.5%	13.3%	12.2%	13.3%	
Foreign Language	1	1	1	1	2	2.0%	2.1%	2.2%	2.0%	4.4%	
Mathematics	4	5	5	6	5	8.2%	10.4%	11.1%	12.2%	11.1%	
Science	5	5	5	5	5	10.2%	10.4%	11.1%	10.2%	11.1%	
Vocational Education	12	13	11	16	13	24.5%	27.1%	24.4%	32.7%	28.9%	
Other High School	9	10	9	5	7	18.4%	20.8%	20.0%	10.2%	15.6%	
Total Enrollments	3,395	3,308	3,292	3,343	3,313	100.0%	100.0%	100.0%	100.0%	100.0%	
D 17 0 17			• 40	2.50	• • • •		= 0	0.0-1		0.0-1	

Total Enrollments	3,395	3,308	3,292	3,343	3,313	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	255	233	269	258	298	7.5%	7.0%	8.2%	7.7%	9.0%
Grades 1-4	1,047	1,049	1,017	1,011	987	30.8%	31.7%	30.9%	30.2%	29.8%
Grades 5-6	498	509	489	537	543	14.7%	15.4%	14.9%	16.1%	16.4%
Grades 7-8	505	512	507	518	511	14.9%	15.5%	15.4%	15.5%	15.4%
Grades 9-12	1,058	975	977	985	947	31.2%	29.5%	29.7%	29.5%	28.6%
Ungraded	32	30	33	34	27	0.9%	0.9%	1.0%	1.0%	0.8%









			ict Count				Distr	ict Percenta	ages	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	11	11	11	11	11	5.2%	5.2%	5.2%	4.8%	5.1%
White - Females	1	1	1	1	2	9.1%	9.1%	9.1%	9.1%	18.2%
White - Males	10	10	10	10	9	90.9%	90.9%	90.9%	90.9%	81.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	18	21	23	27	27	8.6%	9.9%	10.9%	11.9%	12.6%
White - Females	13	14	16	19	20	72.2%	66.7%	69.6%	70.4%	74.1%
White - Males	5	7	7	8	7	27.8%	33.3%	30.4%	29.6%	25.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	181	181	177	189	177	86.2%	85.0%	83.9%	83.3%	82.3%
White - Females	134	135	130	139	129	74.0%	74.6%	73.4%	73.5%	72.9%
White - Males	47	45	47	50	48	26.0%	24.9%	26.6%	26.5%	27.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	0	0	0	0.0%	0.6%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A D'A'I A'	ľ <del>.</del>						D	· . D		<del></del> 1
A go I hetribution		т.					Lhiote			
Age Distribution	100105		rict Count		000.01	100105		ict Percenta		2000 01
Teachers by Age Group	1996-97 1	997-98 1	998-99 1	999-00 2			1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98 1	998-99 1	999-00 2	4	0.6%	1997-98	1998-99	1999-00	2.8%
Teachers by Age Group Up to 24 25-29	1 29	997-98 1 0 21	998-99 1 1 11	999-00 2 3 10	4 10	0.6% 18.0%	1997-98 0.0% 13.4%	1998-99 0.7% 7.2%	1999-00 1.9% 6.3%	2.8% 6.9%
Teachers by Age Group Up to 24 25-29 30-34	1 29 23	997-98 1 0 21 28	998-99 1 1 11 31	999-00 2 3 10 33	4 10 26	0.6% 18.0% 14.3%	0.0% 13.4% 17.8%	1998-99 0.7% 7.2% 20.4%	1999-00 1.9% 6.3% 20.6%	2.8% 6.9% 17.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 29 23 17	997-98 1 0 21 28 16	998-99 1 1 11 31 13	999-00 2 3 10 33 17	4 10 26 17	0.6% 18.0% 14.3% 10.6%	0.0% 13.4% 17.8% 10.2%	1998-99 0.7% 7.2% 20.4% 8.6%	1999-00 1.9% 6.3% 20.6% 10.6%	2.8% 6.9% 17.9% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 29 23 17 32	997-98 1 0 21 28 16 32	998-99 1 1 11 31 13 26	999-00 2 3 10 33 17 22	4 10 26 17 15	0.6% 18.0% 14.3% 10.6% 19.9%	0.0% 13.4% 17.8% 10.2% 20.4%	1998-99 0.7% 7.2% 20.4% 8.6% 17.1%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8%	2.8% 6.9% 17.9% 11.7% 10.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 29 23 17 32 34	997-98 1 0 21 28 16 32 30	998-99 1 1 11 31 13 26 30	999-00 2 3 10 33 17 22 30	4 10 26 17 15 33	0.6% 18.0% 14.3% 10.6% 19.9% 21.1%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8% 18.8%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 29 23 17 32 34 17	997-98 1 0 21 28 16 32 30 21	998-99 1 1 11 31 13 26 30 30	999-00 2 3 10 33 17 22 30 33	4 10 26 17 15 33 29	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 29 23 17 32 34	997-98 1 0 21 28 16 32 30	998-99 1 1 11 31 13 26 30	999-00 2 3 10 33 17 22 30	4 10 26 17 15 33	0.6% 18.0% 14.3% 10.6% 19.9% 21.1%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8% 18.8%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 29 23 17 32 34 17	997-98 1 0 21 28 16 32 30 21	998-99 1 1 11 31 13 26 30 30	999-00 2 3 10 33 17 22 30 33	4 10 26 17 15 33 29	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 29 23 17 32 34 17 8	997-98 1 0 21 28 16 32 30 21 9	998-99 1 1 11 31 13 26 30 30 10	999-00 2 3 10 33 17 22 30 33 12	4 10 26 17 15 33 29 11	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 29 23 17 32 34 17 8	997-98 1 0 21 28 16 32 30 21 9	998-99 1 1 11 31 13 26 30 30 10	999-00 2 3 10 33 17 22 30 33 12	4 10 26 17 15 33 29 11	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 29 23 17 32 34 17 8	997-98 1 0 21 28 16 32 30 21 9 41.0	998-99 1 1 11 31 13 26 30 30 10	999-00 2 3 10 33 17 22 30 33 12 42.4	4 10 26 17 15 33 29 11	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4% 5.7%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7%	1999-00   1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6% 7.5%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 29 23 17 32 34 17 8	997-98 1 0 21 28 16 32 30 21 9 41.0	998-99 1 11 31 13 26 30 30 10 42.3	999-00 2 3 10 33 17 22 30 33 12 42.4	4 10 26 17 15 33 29 11 42.5	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6% 5.0%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4% 5.7%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7% 6.6%	1999-00   1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6% 7.5%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 29 23 17 32 34 17 8 40.1	997-98 1 0 21 28 16 32 30 21 9 41.0	998-99 1 11 31 13 26 30 30 10 42.3	999-00 2 3 10 33 17 22 30 33 12 42.4	4 10 26 17 15 33 29 11 42.5	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6% 5.0%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4% 5.7%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7% 6.6%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6% 7.5%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0% 7.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 29 23 17 32 34 17 8 40.1	997-98 1 0 21 28 16 32 30 21 9 41.0	998-99 1 1 11 31 13 26 30 30 10 42.3	999-00 2 3 10 33 17 22 30 33 12 42.4	4 10 26 17 15 33 29 11 42.5	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6% 5.0%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4% 5.7%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7% 6.6%	1999-00   1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6% 7.5%   1999-00	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0% 7.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 29 23 17 32 34 17 8 40.1	997-98 1 0 21 28 16 32 30 21 9 41.0  Distr	998-99 1 11 31 13 26 30 30 10 42.3	999-00 2 3 10 33 17 22 30 33 12 42.4	4 10 26 17 15 33 29 11 42.5	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6% 5.0%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4% 5.7%  Distr 1997-98	0.7% 7.2% 20.4% 8.6% 17.1% 19.7% 6.6%  ict Percenta 1998-99 11.5%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6% 7.5%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0% 7.6% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 29 23 17 32 34 17 8 40.1	997-98 1 0 21 28 16 32 30 21 9 41.0  Distr 997-98 1 35 43	998-99 1 1 11 31 13 26 30 30 10 42.3 rict Count: 998-99 1 46	999-00 2 3 10 33 17 22 30 33 12 42.4 s 999-00 2 44	4 10 26 17 15 33 29 11 42.5	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6% 5.0%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4% 5.7%  Distr 1997-98	1998-99 0.7% 7.2% 20.4% 8.6% 17.1% 19.7% 6.6%  ict Percenta 1998-99 11.5% 25.3%	1999-00   1.9% 6.3% 20.6% 10.6% 13.8% 20.6% 7.5%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0% 7.6% 2000-01 17.4% 15.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 29 23 17 32 34 17 8 40.1	997-98 1 0 21 28 16 32 30 21 9 41.0  Distr 997-98 1 35 43 22	998-99 1 1 11 31 13 26 30 30 10 42.3 sict Count: 998-99 1 21 46 21	999-00 2 3 10 33 17 22 30 33 12 42.4 8 999-00 2 29 44 26	4 10 26 17 15 33 29 11 42.5	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6% 5.0%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4% 5.7%  Distr 1997-98 18.6% 22.9% 11.7%	1998-99 0.7% 7.2% 20.4% 8.6% 17.1% 19.7% 6.6%  ict Percenta 1998-99 11.5% 25.3% 11.5%	1999-00 1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6% 7.5%  1999-00 1.9% 14.8% 22.4% 13.3%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0% 7.6% 2000-01 17.4% 15.2% 19.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 29 23 17 32 34 17 8 40.1 1996-97 1 42 41 20 13	997-98 1 0 21 28 16 32 30 21 9 41.0 Distr 997-98 1 35 43 22 14	998-99 1 1 11 31 13 26 30 30 10 42.3 rict Count: 998-99 1 21 46 21 17	999-00 2 3 10 33 17 22 30 33 12 42.4 8 999-00 2 44 26 16	4 10 26 17 15 33 29 11 42.5	0.6% 18.0% 14.3% 10.6% 19.9% 21.1% 10.6% 5.0%  1996-97 22.3% 21.8% 10.6% 6.9%	0.0% 13.4% 17.8% 10.2% 20.4% 19.1% 13.4% 5.7%  Distr 1997-98 18.6% 22.9% 11.7% 7.4%	0.7% 7.2% 20.4% 8.6% 17.1% 19.7% 6.6%  ict Percenta 1998-99 11.5% 25.3% 11.5% 9.3%	1999-00   1.9% 6.3% 20.6% 10.6% 13.8% 18.8% 20.6% 7.5%   1999-00   14.8% 22.4% 13.3% 8.2%	2.8% 6.9% 17.9% 11.7% 10.3% 22.8% 20.0% 7.6% 2000-01 17.4% 15.2% 19.6% 9.2%

11.9

12.4

13.6

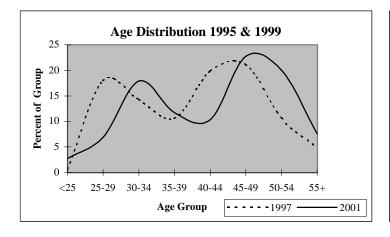
13.3

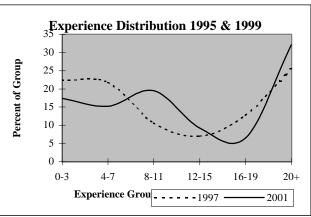
		Dis	strict Cou	nts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	7	13	1	28	-	Ĺ	3.2%	5.9%	0.5%	12.0%	-
Attrition from Transfers	1	3	0	3	-	-	0.5%	1.4%	0.0%	1.3%	_
Attrition from Exits	6	10	1	25	-		2.8%	4.5%	0.5%	10.7%	-
Teacher Attrition	4	12	1	23	-		2.1%	6.4%	0.5%	11.7%	-
Attrition from Transfers	1	3	0	2	-		0.5%	1.6%	0.0%	1.0%	-
Attrition from Exits	3	9	1	21	-		1.6%	4.8%	0.5%	10.7%	-
District Retention											
<b>Educator Retention</b>	210	207	215	206	-		96.8%	94.1%	99.5%	88.0%	-
Teacher Retention	184	176	181	173	-		97.9%	93.6%	99.5%	88.3%	-
	_				_						

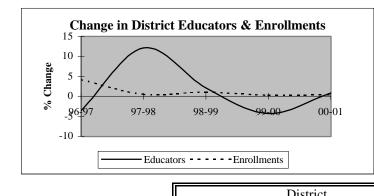
Teacher Retention	D:	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	78.4%	5.4%	16.2%				
1 Year of Experience	92.7%	4.9%	2.4%				
2 Years of Experience	95.7%	0.0%	4.3%				
3 Years of Experience	93.1%	0.0%	6.9%				
4 Years of Experience	91.4%	1.7%	6.9%				
5 Years of Experience	92.7%	1.8%	5.5%				

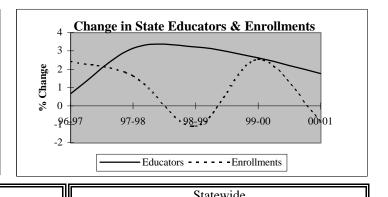
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distr	ict Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	-	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	5.9%	8.9%	10.8%	14.3%	13.1%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.5%	6.2%	7.5%	8.0%	7.4%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.9%	0.5%	0.0%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.5%	95.5%	96.3%	93.6%	93.7%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.4%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.5%	4.1%	3.7%	6.0%	6.3%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s									<del></del>	
Student to Educator Ratio	16.7	14.9	14.8	15.5	15.4	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.1	17.0	16.7	17.7	17.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-16	52	10	-21	4	-	-	-	-	-	
% Change in Educators	-3.6%	12.1%	2.1%	-4.3%	0.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	289	37	77	18	30	-	-	-	-	-	
% Change in Enrollment:	4.2%	0.5%	1.1%	0.2%	0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.2%	0.0%	0.0%	0.0%	5.5%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.8%	5.2%	5.1%	5.1%	5.1%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	6.8%	7.1%	6.5%	7.4%	7.0%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.2%	0.2%	0.2%	0.2%	0.2%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	24.0%	24.0%	28.0%	37.5%	45.8%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.3	43.2	42.8	42.8	42.8	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.0	14.5	14.2	14.1	13.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,077	30,127	31,352	32,437	32,138	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.3%	0.2%	0.2%	0.3%	0.2%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.2%	75.8%	75.6%	77.4%	76.5%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	9.1%	8.8%	9.0%	9.2%	9.1%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	1.4%	na	1.2%	1.3%	1.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.2%	1.7%	1.0%	0.9%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%	

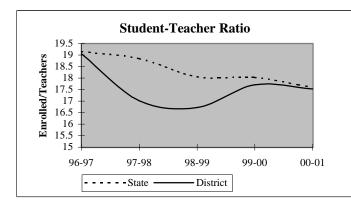
		Dis	strict Cour	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	429	481	491	470	474	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	390	420	436	418	430		90.9%	87.3%	88.8%	88.9%	90.7%
Newly Hired	39	61	55	52	44		9.1%	12.7%	11.2%	11.1%	9.3%
Transfers In	2	4	3	3	3		5.1%	6.6%	5.5%	5.8%	6.8%
Reentrants	14	23	24	19	12		35.9%	37.7%	43.6%	36.5%	27.3%
First Time Educators	23	34	28	30	29		59.0%	55.7%	50.9%	57.7%	65.9%
Total Exiting Next Year	9	45	73	40	=		2.1%	9.4%	14.9%	8.5%	-
Transfers Out	7	10	15	4	-		77.8%	22.2%	20.5%	10.0%	-
Leave Tennessee Educ.	2	35	58	36	-		22.2%	77.8%	79.5%	90.0%	-

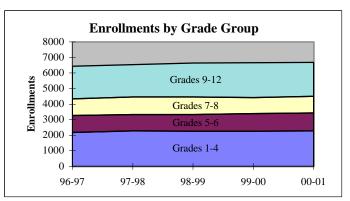
Dynamics Rates	District Rates								
District Attrition	2.1%	9.4%	14.9%	8.5%	-				
Transfers In/Out	0.29	0.40	0.20	0.75	-				

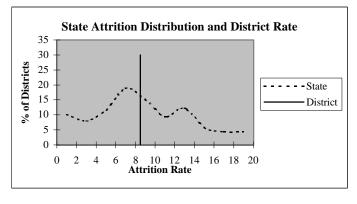
# District Report for: GREENE COUNTY

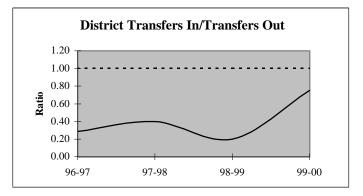
		Dist	rict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	429	481	491	470	474	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	25	25	25	24	24	5.8%	5.2%	5.1%	5.1%	5.1%	
Professional Staff	29	34	32	35	33	6.8%	7.1%	6.5%	7.4%	7.0%	
Total Teachers	375	422	434	411	417	87.4%	87.7%	88.4%	87.4%	88.0%	
Special Education	34	37	39	38	38	9.1%	8.8%	9.0%	9.2%	9.1%	
Pre-K & Kindergarten	24	29	29	25	29	6.4%	6.9%	6.7%	6.1%	7.0%	
Elementary (1-4)	143	170	169	158	161	38.1%	40.3%	38.9%	38.4%	38.6%	
Middle School (5-6)	43	46	51	55	48	11.5%	10.9%	11.8%	13.4%	11.5%	
Jr. High (7-8)	50	44	45	41	44	13.3%	10.4%	10.4%	10.0%	10.6%	
High School (9-12)	81	96	101	94	97	21.6%	22.7%	23.3%	22.9%	23.3%	
Business	4	6	7	9	5	4.9%	6.3%	6.9%	9.6%	5.2%	
Language Arts	12	14	14	14	15	14.8%	14.6%	13.9%	14.9%	15.5%	
Social Studies	11	12	13	12	10	13.6%	12.5%	12.9%	12.8%	10.3%	
Foreign Language	4	4	4	1	3	4.9%	4.2%	4.0%	1.1%	3.1%	
Mathematics	10	12	13	14	14	12.3%	12.5%	12.9%	14.9%	14.4%	
Science	6	12	12	10	12	7.4%	12.5%	11.9%	10.6%	12.4%	
Vocational Education	18	17	19	18	18	22.2%	17.7%	18.8%	19.1%	18.6%	
Other High School	16	19	19	16	20	19.8%	19.8%	18.8%	17.0%	20.6%	
Total Enrollments	7,145	7,182	7,259	7,277	7,307	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	7,145	7,182	7,259	7,277	7,307	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	570	532	525	544	562	8.0%	7.4%	7.2%	7.5%	7.7%
Grades 1-4	2,171	2,277	2,260	2,272	2,287	30.4%	31.7%	31.1%	31.2%	31.3%
Grades 5-6	1,099	1,048	1,074	1,123	1,142	15.4%	14.6%	14.8%	15.4%	15.6%
Grades 7-8	1,064	1,128	1,121	1,027	1,083	14.9%	15.7%	15.4%	14.1%	14.8%
Grades 9-12	2,106	2,078	2,196	2,245	2,164	29.5%	28.9%	30.3%	30.9%	29.6%
Ungraded	135	119	83	66	69	1.9%	1.7%	1.1%	0.9%	0.9%









		Distr	rict Count	S		District Percentages				
Profile by	1996-97 1				000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender						<u>                                     </u>	<u></u> <u>-</u>			
Administrative	24	24	24	23	23	5.7%	5.2%	5.1%	5.0%	5.0%
White - Females	6	6	7	9	11	25.0%	25.0%	29.2%	39.1%	47.8%
White - Males	18	18	17	14	12	75.0%	75.0%	70.8%	60.9%	52.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	29	33	32	35	32	6.9%	7.1%	6.7%	7.7%	6.9%
White - Females	23	26	24	26	24	79.3%	78.8%	75.0%	74.3%	75.0%
White - Males	6	7	8	9	8	20.7%	21.2%	25.0%	25.7%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	366	409	419	398	406	87.4%	87.8%	88.2%	87.3%	88.1%
White - Females	273	309	317	307	310	74.6%	75.6%	75.7%	77.1%	76.4%
White - Males	92	99	101	90	95	25.1%	24.2%	24.1%	22.6%	23.4%
Black - Females	1	1	1	1	1	0.3%	0.2%	0.2%	0.3%	0.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
		Б.			<del></del> 1		5.			i
Age Distribution		Disti	rict Count	S				ict Percenta		
	400405		000 00 4		000 04		1007 00 1			2000-01
Teachers by Age Group			998-99 1			<u> </u>	1997-98		1999-00	
Up to 24	4	7	6	7	7	1.2%	1.9%	1.6%	2.0%	2.1%
Up to 24 25-29	4 31	7 41	6 47	7 44	7 49	1.2% 9.2%	1.9% 11.2%	1.6% 12.8%	2.0% 12.7%	2.1% 14.4%
Up to 24 25-29 30-34	4 31 29	7 41 29	6 47 37	7 44 40	7 49 34	1.2% 9.2% 8.6%	1.9% 11.2% 7.9%	1.6% 12.8% 10.1%	2.0% 12.7% 11.6%	2.1% 14.4% 10.0%
Up to 24 25-29 30-34 35-39	4 31 29 42	7 41 29 41	6 47 37 33	7 44 40 28	7 49 34 27	1.2% 9.2% 8.6% 12.5%	1.9% 11.2% 7.9% 11.2%	1.6% 12.8% 10.1% 9.0%	2.0% 12.7% 11.6% 8.1%	2.1% 14.4% 10.0% 7.9%
Up to 24 25-29 30-34 35-39 40-45	4 31 29 42 66	7 41 29 41 65	6 47 37 33 67	7 44 40 28 56	7 49 34 27 50	1.2% 9.2% 8.6% 12.5% 19.6%	1.9% 11.2% 7.9% 11.2% 17.7%	1.6% 12.8% 10.1% 9.0% 18.2%	2.0% 12.7% 11.6% 8.1% 16.2%	2.1% 14.4% 10.0% 7.9% 14.7%
Up to 24 25-29 30-34 35-39 40-45 45-49	4 31 29 42 66 75	7 41 29 41 65 77	6 47 37 33 67 69	7 44 40 28 56 63	7 49 34 27 50 68	1.2% 9.2% 8.6% 12.5% 19.6% 22.3%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 31 29 42 66 75 55	7 41 29 41 65 77 63	6 47 37 33 67 69	7 44 40 28 56 63 75	7 49 34 27 50 68 69	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3%
Up to 24 25-29 30-34 35-39 40-45 45-49	4 31 29 42 66 75	7 41 29 41 65 77	6 47 37 33 67 69	7 44 40 28 56 63	7 49 34 27 50 68	1.2% 9.2% 8.6% 12.5% 19.6% 22.3%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 31 29 42 66 75 55	7 41 29 41 65 77 63	6 47 37 33 67 69	7 44 40 28 56 63 75	7 49 34 27 50 68 69	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 31 29 42 66 75 55 34	7 41 29 41 65 77 63 44	6 47 37 33 67 69 69 40	7 44 40 28 56 63 75 33	7 49 34 27 50 68 69 36	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 31 29 42 66 75 55 34	7 41 29 41 65 77 63 44	6 47 37 33 67 69 69 40	7 44 40 28 56 63 75 33	7 49 34 27 50 68 69 36	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 31 29 42 66 75 55 34	7 41 29 41 65 77 63 44 43.2	6 47 37 33 67 69 69 40	7 44 40 28 56 63 75 33 42.8	7 49 34 27 50 68 69 36	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2% 12.0%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7% 9.5%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	4 31 29 42 66 75 55 34	7 41 29 41 65 77 63 44 43.2	6 47 37 33 67 69 40 42.8	7 44 40 28 56 63 75 33 42.8	7 49 34 27 50 68 69 36 42.8	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4% 10.1%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2% 12.0%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8% 18.8% 10.9%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7% 9.5%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	4 31 29 42 66 75 55 34 43.3	7 41 29 41 65 77 63 44 43.2	6 47 37 33 67 69 40 42.8	7 44 40 28 56 63 75 33 42.8	7 49 34 27 50 68 69 36 42.8	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4% 10.1%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2% 12.0%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8% 10.9%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7% 9.5%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3% 10.6%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	4 31 29 42 66 75 55 34 43.3	7 41 29 41 65 77 63 44 43.2 Distr	6 47 37 33 67 69 69 40 42.8	7 44 40 28 56 63 75 33 42.8	7 49 34 27 50 68 69 36 42.8	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4% 10.1%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2% 12.0%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8% 10.9%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7% 9.5%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3% 10.6%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	4 31 29 42 66 75 55 34 43.3	7 41 29 41 65 77 63 44 43.2 Distr 997-98 1	6 47 37 33 67 69 40 42.8 rict Count 998-99 1	7 44 40 28 56 63 75 33 42.8	7 49 34 27 50 68 69 36 42.8	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4% 10.1%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2% 12.0%  Distr 1997-98	1.6% 12.8% 10.1% 9.0% 18.2% 18.8% 18.8% 10.9%  ict Percenta 1998-99	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7% 9.5%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3% 10.6% 2000-01 24.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	4 31 29 42 66 75 55 34 43.3	7 41 29 41 65 77 63 44 43.2 Distr 997-98 1 101 41	6 47 37 33 67 69 40 42.8 rict Count 998-99 1 92 70	7 44 40 28 56 63 75 33 42.8	7 49 34 27 50 68 69 36 42.8	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4% 10.1% 1996-97	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2% 12.0%  Distr 1997-98 23.9% 9.7%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8% 10.9%  ict Percenta 1998-99 21.2% 16.1%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7% 9.5%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3% 10.6%  2000-01 24.0% 17.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	4 31 29 42 66 75 55 34 43.3	7 41 29 41 65 77 63 44 43.2  Distr 997-98 1 101 41 23	6 47 37 33 67 69 69 40 42.8 rict Count 998-99 1 92 70 22	7 44 40 28 56 63 75 33 42.8 s 999-00 2 93 65 24	7 49 34 27 50 68 69 36 42.8	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4% 10.1% 1996-97 21.1% 6.1% 8.0%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2% 12.0%  Distr 1997-98 23.9% 9.7% 5.5%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8% 10.9%  ict Percenta 1998-99 21.2% 16.1% 5.1%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7% 9.5%  ges 1999-00 15.8% 5.8%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3% 10.6%  2000-01 24.0% 17.0% 6.2%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 31 29 42 66 75 55 34 43.3 1996-97 1 79 23 30 38	7 41 29 41 65 77 63 44 43.2  Distr 997-98 1 101 41 23 41	6 47 37 33 67 69 69 40 42.8 rict Count 998-99 1 92 70 22 40	7 44 40 28 56 63 75 33 42.8 s 999-00 2 93 65 24 32	7 49 34 27 50 68 69 36 42.8 000-01 100 71 26 27	1.2% 9.2% 8.6% 12.5% 19.6% 22.3% 16.4% 10.1% 1996-97 21.1% 6.1% 8.0% 10.1%	1.9% 11.2% 7.9% 11.2% 17.7% 21.0% 17.2% 12.0%  Distr 1997-98 23.9% 9.7% 5.5% 9.7%	1.6% 12.8% 10.1% 9.0% 18.2% 18.8% 18.8% 10.9%  10.9%  10.9%	2.0% 12.7% 11.6% 8.1% 16.2% 18.2% 21.7% 9.5%  22.6% 15.8% 5.8% 7.8%	2.1% 14.4% 10.0% 7.9% 14.7% 20.0% 20.3% 10.6%  2000-01 24.0% 17.0% 6.2% 6.5%

15.0

14.5

14.1

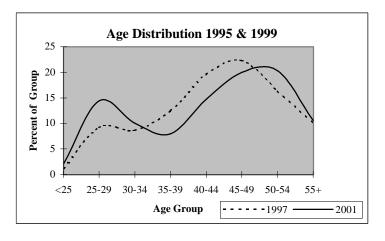
13.9

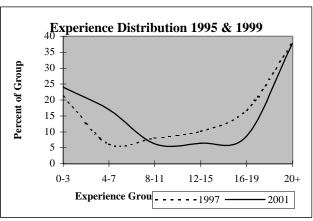
		Dis	trict Coun	its		District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	9	45	73	40	-	ľΣ	2.1%	9.4%	14.9%	8.5%	-
Attrition from Transfers	7	10	15	4	-		1.6%	2.1%	3.1%	0.9%	-
Attrition from Exits	2	35	58	36	-		0.5%	7.3%	11.8%	7.7%	-
Teacher Attrition	9	37	66	36	-		2.4%	8.8%	15.2%	8.8%	=
Attrition from Transfers	7	9	14	4	-		1.9%	2.1%	3.2%	1.0%	-
Attrition from Exits	2	28	52	32	-		0.5%	6.6%	12.0%	7.8%	-
District Retention											
<b>Educator Retention</b>	420	436	418	430	-		97.9%	90.6%	85.1%	91.5%	-
Teacher Retention	366	385	368	375	-		97.6%	91.2%	84.8%	91.2%	-

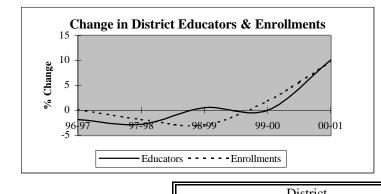
Teacher Retention	Di	strict Rate	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	75.0%	7.9%	17.1%
1 Year of Experience	85.5%	1.8%	12.7%
2 Years of Experience	83.7%	6.7%	9.6%
3 Years of Experience	86.5%	2.2%	11.2%
4 Years of Experience	86.0%	7.0%	7.0%
5 Years of Experience	88.7%	3.2%	8.1%

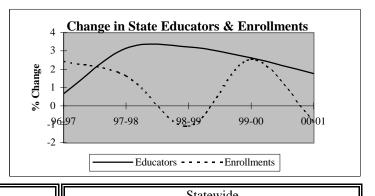
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		District Percentages						Statewide Percentages			
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	-	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.6%	13.5%	16.9%	17.8%	17.9%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.7%	9.4%	11.6%	8.7%	8.4%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.2%	1.9%	0.8%	1.7%	1.3%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.0%	86.1%	87.0%	87.4%	89.7%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.2%	1.6%	0.4%	0.4%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.6%	11.9%	10.6%	10.4%	8.6%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			<u>Statewide</u>					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s										
Student to Educator Ratio	12.4	12.5	12.1	12.3	12.3	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	15.0	15.1	14.4	14.7	14.9	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-4	-6	1	0	21	-	-	-	-	-	
% Change in Educators	-1.8%	-2.8%	0.5%	0.0%	10.1%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	3	-49	-77	47	249	-	-	-	=	=	
% Change in Enrollments	0.1%	-1.9%	-3.0%	1.9%	9.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	6.1%	6.3%	5.3%	5.3%	6.1%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	11.3%	10.6%	10.6%	11.1%	11.4%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.0%	2.5%	2.5%	2.0%	1.8%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	7.7%	7.7%	9.1%	9.1%	7.1%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	23.1%	23.1%	18.2%	27.3%	21.4%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.4	45.0	44.6	44.2	44.6	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.9	15.2	14.8	14.7	14.6	13.8	13.7	13.7	13.4	13.3	
Average Salary	35,937	36,845	38,391	39,642	39,084	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.8%	2.4%	2.4%	1.8%	1.7%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	72.7%	73.3%	74.9%	73.0%	74.6%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.8%	11.0%	10.3%	8.0%	8.5%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	8.5%	na	8.8%	8.9%	10.1%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.7%	1.8%	1.8%	3.2%	3.5%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

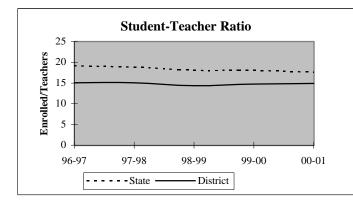
		Dis	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	213	207	208	208	229		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	193	196	193	191	203		90.6%	94.7%	92.8%	91.8%	88.6%
Newly Hired	20	11	15	17	26	Ш	9.4%	5.3%	7.2%	8.2%	11.4%
Transfers In	9	1	5	6	1		45.0%	9.1%	33.3%	35.3%	3.8%
Reentrants	5	6	4	5	14		25.0%	54.5%	26.7%	29.4%	53.8%
First Time Educators	6	4	6	6	11		30.0%	36.4%	40.0%	35.3%	42.3%
Total Exiting Next Year	17	14	17	5	-	Ш	8.0%	6.8%	8.2%	2.4%	-
Transfers Out	5	1	3	1	-		29.4%	7.1%	17.6%	20.0%	-
Leave Tennessee Educ.	12	13	14	4	-		70.6%	92.9%	82.4%	80.0%	-

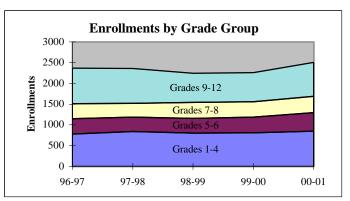
Dynamics Rates	District Rates									
District Attrition	8.0%	6.8%	8.2%	2.4%	-					
Transfers In/Out	1.80	1.00	1.67	6.00	-					

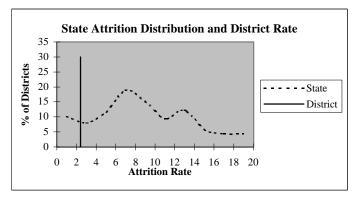
# District Report for: GREENEVILLE

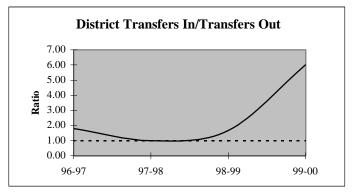
		Dis	trict Cour	nts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	213	207	208	208	229	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	13	13	11	11	14	6.1%	6.3%	5.3%	5.3%	6.1%		
Professional Staff	24	22	22	23	26	11.3%	10.6%	10.6%	11.1%	11.4%		
Total Teachers	176	172	175	174	189	82.6%	83.1%	84.1%	83.7%	82.5%		
Special Education	19	19	18	14	16	10.8%	11.0%	10.3%	8.0%	8.5%		
Pre-K & Kindergarten	11	10	11	11	14	6.3%	5.8%	6.3%	6.3%	7.4%		
Elementary (1-4)	55	55	59	56	61	31.3%	32.0%	33.7%	32.2%	32.3%		
Middle School (5-6)	15	15	14	18	19	8.5%	8.7%	8.0%	10.3%	10.1%		
Jr. High (7-8)	17	17	17	18	19	9.7%	9.9%	9.7%	10.3%	10.1%		
High School (9-12)	59	56	56	57	60	33.5%	32.6%	32.0%	32.8%	31.7%		
Business	3	3	3	2	2	5.1%	5.4%	5.4%	3.5%	3.3%		
Language Arts	7	8	8	7	7	11.9%	14.3%	14.3%	12.3%	11.7%		
Social Studies	6	6	6	6	6	10.2%	10.7%	10.7%	10.5%	10.0%		
Foreign Language	3	3	2	4	4	5.1%	5.4%	3.6%	7.0%	6.7%		
Mathematics	8	8	8	9	9	13.6%	14.3%	14.3%	15.8%	15.0%		
Science	3	4	4	5	6	5.1%	7.1%	7.1%	8.8%	10.0%		
Vocational Education	15	14	17	18	17	25.4%	25.0%	30.4%	31.6%	28.3%		
Other High School	14	10	8	6	9	23.7%	17.9%	14.3%	10.5%	15.0%		
m . 1 D . 11	2.642	2.502	2.516	2.562	2.012	100.00/	100.00/	100.00/	100.00/	100.00/		

Total Enrollments	2,642	2,593	2,516	2,563	2,812	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	228	188	194	218	211	8.6%	7.3%	7.7%	8.5%	7.5%
Grades 1-4	779	839	804	810	847	29.5%	32.4%	32.0%	31.6%	30.1%
Grades 5-6	371	345	349	381	448	14.0%	13.3%	13.9%	14.9%	15.9%
Grades 7-8	360	339	391	365	393	13.6%	13.1%	15.5%	14.2%	14.0%
Grades 9-12	854	835	699	706	815	32.3%	32.2%	27.8%	27.5%	29.0%
Ungraded	50	47	79	83	98	1.9%	1.8%	3.1%	3.2%	3.5%









		Distr	rict Count	S		District Percentages				
Profile by	1996-97 1				000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender	<u> </u>									
Administrative	13	13	11	11	14	6.4%	6.6%	5.6%	5.6%	6.5%
White - Females	3	3	2	3	3	23.1%	23.1%	18.2%	27.3%	21.4%
White - Males	9	9	8	7	10	69.2%	69.2%	72.7%	63.6%	71.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	7.7%	7.7%	9.1%	9.1%	7.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	21	21	22	25	11.3%	10.6%	10.6%	11.1%	11.5%
White - Females	17	16	15	16	20	73.9%	76.2%	71.4%	72.7%	80.0%
White - Males	6	5	6	6	5	26.1%	23.8%	28.6%	27.3%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	168	164	166	165	178	82.4%	82.8%	83.8%	83.3%	82.0%
White - Females	121	119	124	121	134	72.0%	72.6%	74.7%	73.3%	75.3%
White - Males	44	41	38	41	41	26.2%	25.0%	22.9%	24.8%	23.0%
Black - Females	2	2	2	2	2	1.2%	1.2%	1.2%	1.2%	1.1%
Black - Males	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.6%
Other - Females	0	1	1	0	0	0.0%	0.6%	0.6%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	Tr-									
Age Distribution			rict Count					ict Percenta	_	
Teachers by Age Group	1996-97 1	Distr		s 999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98 1	998-99 1	999-00 2	2	0.6%	1997-98	1998-99	1999-00	1.2%
Teachers by Age Group Up to 24 25-29	1 13	997-98 1 0 13	998-99 1 0 13	999-00 2 1 14		0.6% 8.0%	1997-98 0.0% 8.2%	1998-99 0.0% 8.2%	1999-00 0.6% 8.9%	1.2% 8.6%
Teachers by Age Group Up to 24 25-29 30-34	1 13 15	997-98 1 0 13 14	998-99 1 0 13 16	999-00 2 1 14 19	2 14 17	0.6% 8.0% 9.2%	0.0% 8.2% 8.8%	1998-99 0.0% 8.2% 10.1%	1999-00 0.6% 8.9% 12.1%	1.2% 8.6% 10.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 13 15 20	997-98 1 0 13 14 14	998-99 1 0 13 16 19	999-00 2 1 14 19 18	2 14 17 20	0.6% 8.0% 9.2% 12.3%	0.0% 8.2% 8.8% 8.8%	1998-99 0.0% 8.2% 10.1% 11.9%	1999-00 0.6% 8.9% 12.1% 11.5%	1.2% 8.6% 10.4% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 13 15 20 24	997-98 1 0 13 14 14 30	998-99 1 0 13 16 19 22	999-00 2 1 14 19 18 22	2 14 17 20 23	0.6% 8.0% 9.2% 12.3% 14.7%	1997-98 0.0% 8.2% 8.8% 8.8% 18.9%	1998-99 0.0% 8.2% 10.1% 11.9% 13.8%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0%	1.2% 8.6% 10.4% 12.3% 14.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 13 15 20 24 38	997-98 1 0 13 14 14 30 31	998-99 1 0 13 16 19 22 32	999-00 2 1 14 19 18 22 28	2 14 17 20 23 25	0.6% 8.0% 9.2% 12.3% 14.7% 23.3%	0.0% 8.2% 8.8% 8.8% 18.9% 19.5%	0.0% 8.2% 10.1% 11.9% 13.8% 20.1%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 13 15 20 24 38 27	997-98 1 0 13 14 14 30 31 31	998-99 1 0 13 16 19 22 32 28	999-00 2 1 14 19 18 22 28 28	2 14 17 20 23 25 32	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6%	0.0% 8.2% 8.8% 8.8% 18.9% 19.5%	0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 13 15 20 24 38	997-98 1 0 13 14 14 30 31	998-99 1 0 13 16 19 22 32	999-00 2 1 14 19 18 22 28	2 14 17 20 23 25	0.6% 8.0% 9.2% 12.3% 14.7% 23.3%	0.0% 8.2% 8.8% 8.8% 18.9% 19.5%	0.0% 8.2% 10.1% 11.9% 13.8% 20.1%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 13 15 20 24 38 27	997-98 1 0 13 14 14 30 31 31	998-99 1 0 13 16 19 22 32 28	999-00 2 1 14 19 18 22 28 28	2 14 17 20 23 25 32	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6%	0.0% 8.2% 8.8% 8.8% 18.9% 19.5%	0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 13 15 20 24 38 27 25	997-98 1 0 13 14 14 30 31 31 26	998-99 1 0 13 16 19 22 32 28 29	999-00 2 1 14 19 18 22 28 28 27	2 14 17 20 23 25 32 30	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6%	0.0% 8.2% 8.8% 8.8% 18.9% 19.5%	0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 13 15 20 24 38 27 25	997-98 1 0 13 14 14 30 31 31 26	998-99 1 0 13 16 19 22 32 28 29	999-00 2 1 14 19 18 22 28 28 27	2 14 17 20 23 25 32 30	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6%	0.0% 8.2% 8.8% 8.8% 18.9% 19.5%	0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 13 15 20 24 38 27 25	997-98 1 0 13 14 14 30 31 31 26 45.0	998-99 1 0 13 16 19 22 32 28 29	999-00 2 1 14 19 18 22 28 28 27 44.2	2 14 17 20 23 25 32 30	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6%	0.0% 8.2% 8.8% 8.8% 18.9% 19.5% 19.5% 16.4%	0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8% 17.8% 17.2%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 13 15 20 24 38 27 25 44.4	997-98 1 0 13 14 14 30 31 31 26 45.0	998-99 1 0 13 16 19 22 32 28 29 44.6	999-00 2 1 14 19 18 22 28 28 27 44.2	2 14 17 20 23 25 32 30 44.6	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6% 15.3%	0.0% 8.2% 8.8% 8.8% 19.5% 19.5% 16.4%	0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6% 18.2%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8% 17.8% 17.2%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6% 18.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 13 15 20 24 38 27 25 44.4	997-98 1 0 13 14 14 30 31 31 26 45.0 Distr	998-99 1 0 13 16 19 22 32 28 29 44.6	999-00 2 1 14 19 18 22 28 28 27 44.2	2 14 17 20 23 25 32 30 44.6	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6% 15.3%	0.0% 8.2% 8.8% 8.8% 19.5% 19.5% 16.4% Distr	1998-99 0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6% 18.2%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8% 17.2%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6% 18.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 13 15 20 24 38 27 25 44.4	997-98 1 0 13 14 14 30 31 31 26 45.0 Distr	998-99 1 0 13 16 19 22 32 28 29 44.6	999-00 2 1 14 19 18 22 28 28 27 44.2 s 999-00 2	2 14 17 20 23 25 32 30 44.6	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6% 15.3%	0.0% 8.2% 8.8% 8.8% 19.5% 19.5% 16.4% Distr 1997-98	0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6% 18.2%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8% 17.2% 1999-00 13.8%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6% 18.4% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 13 15 20 24 38 27 25 44.4	997-98 1 0 13 14 14 30 31 31 26 45.0 Distr 997-98 1 27 29	998-99 1 0 13 16 19 22 32 28 29 44.6	999-00 2 1 14 19 18 22 28 27 44.2 s 999-00 2 24 38	2 14 17 20 23 25 32 30 44.6	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6% 15.3%	0.0% 8.2% 8.8% 8.8% 18.9% 19.5% 16.4%  Distr 1997-98	1998-99 0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6% 18.2%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8% 17.2%  13.8% 21.8%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6% 18.4% 2000-01 15.9% 20.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 13 15 20 24 38 27 25 44.4	997-98 1 0 13 14 14 30 31 31 26 45.0 Distr	998-99 1 0 13 16 19 22 32 28 29 44.6	999-00 2 1 14 19 18 22 28 28 27 44.2 s 999-00 2	2 14 17 20 23 25 32 30 44.6	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6% 15.3%	0.0% 8.2% 8.8% 8.8% 19.5% 19.5% 16.4% Distr 1997-98	0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6% 18.2%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8% 17.2% 1999-00 13.8%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6% 18.4% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 13 15 20 24 38 27 25 44.4	997-98 1  0 13 14 14 30 31 31 26 45.0  Distr 997-98 1  27 29 12	998-99 1 0 13 16 19 22 32 28 29 44.6 	999-00 2 1 14 19 18 22 28 28 27 44.2 s 999-00 2 24 38 16	2 14 17 20 23 25 32 30 44.6	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6% 15.3% 15.3% 15.3% 9.1%	0.0% 8.2% 8.8% 8.8% 19.5% 19.5% 16.4%  Distr 1997-98 15.7% 16.9% 7.0%	1998-99 0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6% 18.2%  ict Percenta 1998-99 14.3% 19.4% 10.9%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8% 17.2% 1999-00 10 13.8% 21.8% 9.2%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6% 18.4% 2000-01 15.9% 20.1% 11.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 13 15 20 24 38 27 25 44.4 1996-97 11 27 27 27 16 24	997-98 1 0 13 14 14 30 31 31 26 45.0 Distr 997-98 1 27 29 12 18	998-99 1 0 13 16 19 22 32 28 29 44.6 	999-00 2 1 14 19 18 22 28 28 27 44.2 s 999-00 2 24 38 16 15	2 14 17 20 23 25 32 30 44.6 000-01 30 38 22 15	0.6% 8.0% 9.2% 12.3% 14.7% 23.3% 16.6% 15.3% 15.3% 15.3% 9.1% 13.6%	0.0% 8.2% 8.8% 8.8% 19.5% 19.5% 16.4%  Distr 1997-98 15.7% 16.9% 7.0% 10.5%	1998-99 0.0% 8.2% 10.1% 11.9% 13.8% 20.1% 17.6% 18.2%  rict Percenta 1998-99 14.3% 19.4% 10.9% 8.6%	1999-00 0.6% 8.9% 12.1% 11.5% 14.0% 17.8% 17.2%  1999-00 1 13.8% 21.8% 9.2% 8.6%	1.2% 8.6% 10.4% 12.3% 14.1% 15.3% 19.6% 18.4% 2000-01 15.9% 20.1% 11.6% 7.9%

14.9

15.2

14.7

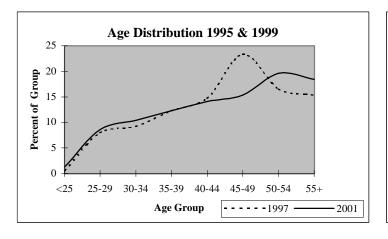
14.6

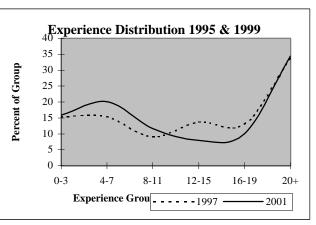
		Dis	trict Count	ts		District Rates				
Attrition	1996-97 1	997-98	1998-99	1999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	17	14	17	5	-	8.0%	6.8%	8.2%	2.4%	-
Attrition from Transfers	5	1	3	1	-	2.3%	0.5%	1.4%	0.5%	-
Attrition from Exits	12	13	14	4	-	5.6%	6.3%	6.7%	1.9%	-
Teacher Attrition	14	12	15	5	-	8.0%	7.0%	8.6%	2.9%	-
Attrition from Transfers	4	1	3	1	-	2.3%	0.6%	1.7%	0.6%	-
Attrition from Exits	10	11	12	4	-	5.7%	6.4%	6.9%	2.3%	-
District Retention										
<b>Educator Retention</b>	196	193	191	203	-	92.0%	93.2%	91.8%	97.6%	-
Teacher Retention	162	160	160	169	-	92.0%	93.0%	91.4%	97.1%	-

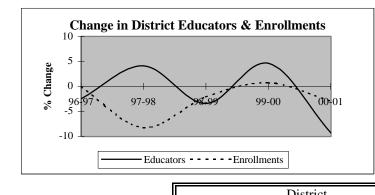
Teacher Retention	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition			
New Entrants	74.2%	12.9%	12.9%			
1 Year of Experience	93.1%	3.4%	3.4%			
2 Years of Experience	86.1%	0.0%	13.9%			
3 Years of Experience	97.5%	0.0%	2.5%			
4 Years of Experience	95.1%	2.4%	2.4%			
5 Years of Experience	97.7%	0.0%	2.3%			

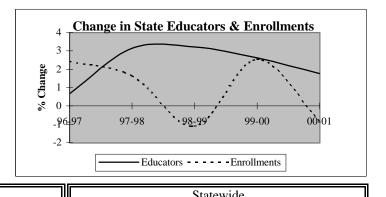
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ct Percent	tages				Statew	ide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	.996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses						-					
Race	5.9%	9.6%	12.9%	14.2%	16.4%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.1%	3.5%	7.3%	5.7%	5.6%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.5%	1.0%	0.5%	1.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.4%	93.2%	94.7%	92.8%	89.1%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.5%	0.0%	1.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.2%	5.3%	4.8%	5.3%	10.9%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s										
Student to Educator Ratio	13.9	12.3	12.4	12.0	12.8	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	16.2	14.4	14.6	14.0	14.9	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-5	8	-7	9	-19	-	-	-	-	-	
% Change in Educators	-2.5%	4.1%	-3.4%	4.6%	-9.3%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-1	-224	-52	17	-72	-	-	-	-	-	
% Change in Enrollments	0.0%	-8.3%	-2.1%	0.7%	-2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.5%	0.5%	0.0%	1.5%	3.8%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.1%	5.9%	6.1%	5.9%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.7%	8.9%	8.7%	8.3%	9.1%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	30.0%	33.3%	33.3%	41.7%	44.4%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.3	41.3	41.8	42.0	41.9	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.9	11.8	12.4	12.1	12.2	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,046	28,916	30,260	30,804	30,429	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.0%	77.5%	77.8%	76.7%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	20.2%	20.8%	21.0%	21.6%	19.4%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	0.3%	na	0.1%	0.1%	0.3%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	4.3%	4.1%	3.6%	3.1%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%	

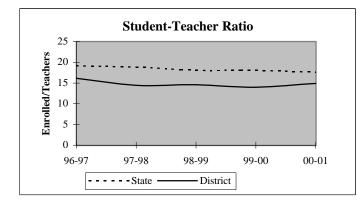
		Dis	strict Cour	nts				Distr	rict Percenta	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	195	203	196	205	186	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	184	178	187	181	172		94.4%	87.7%	95.4%	88.3%	92.5%
Newly Hired	11	25	9	24	14		5.6%	12.3%	4.6%	11.7%	7.5%
Transfers In	1	6	0	3	1		9.1%	24.0%	0.0%	12.5%	7.1%
Reentrants	5	5	0	3	7		45.5%	20.0%	0.0%	12.5%	50.0%
First Time Educators	5	14	9	18	6		45.5%	56.0%	100.0%	75.0%	42.9%
Total Exiting Next Year	17	16	15	33	-		8.7%	7.9%	7.7%	16.1%	-
Transfers Out	4	6	6	3	-		23.5%	37.5%	40.0%	9.1%	-
Leave Tennessee Educ.	13	10	9	30	-		76.5%	62.5%	60.0%	90.9%	-

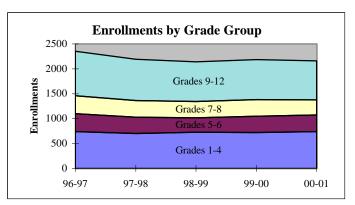
Dynamics Rates	District Rates							
District Attrition	8.7%	7.9%	7.7%	16.1%	-			
Transfers In/Out	0.25	1.00	0.00	1.00	-			

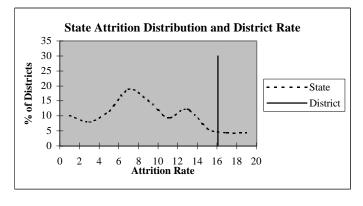
# District Report for: GRUNDY COUNTY

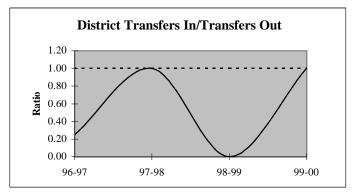
	Distr	rict Counts	3		District Percentages					
1996-97 19	997-98 1	998-99 19	999-00 20	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
195	203	196	205	186	100.0%	100.0%	100.0%	100.0%	100.0%	
10	12	12	12	9	5.1%	5.9%	6.1%	5.9%	4.8%	
17	18	17	17	17	8.7%	8.9%	8.7%	8.3%	9.1%	
168	173	167	176	160	86.2%	85.2%	85.2%	85.9%	86.0%	
34	36	35	38	31	20.2%	20.8%	21.0%	21.6%	19.4%	
13	12	12	15	10	7.7%	6.9%	7.2%	8.5%	6.3%	
51	55	50	54	52	30.4%	31.8%	29.9%	30.7%	32.5%	
15	12	13	14	14	8.9%	6.9%	7.8%	8.0%	8.8%	
14	16	16	15	12	8.3%	9.2%	9.6%	8.5%	7.5%	
41	42	41	40	41	24.4%	24.3%	24.6%	22.7%	25.6%	
2	0	0	1	1	4.9%	0.0%	0.0%	2.5%	2.4%	
7	6	6	5	7	17.1%	14.3%	14.6%	12.5%	17.1%	
5	4	4	5	5	12.2%	9.5%	9.8%	12.5%	12.2%	
2	2	2	2	2	4.9%	4.8%	4.9%	5.0%	4.9%	
4	5	5	6	6	9.8%	11.9%	12.2%	15.0%	14.6%	
4	4	4	3	3	9.8%	9.5%	9.8%	7.5%	7.3%	
9	12	12	12	12	22.0%	28.6%	29.3%	30.0%	29.3%	
8	9	8	6	5	19.5%	21.4%	19.5%	15.0%	12.2%	
	195 10 17 168 34 13 51 15 14 41 2 7 5 2 4 4 9	1996-97         1997-98         1           195         203           10         12           17         18           168         173           34         36           13         12           51         55           15         12           14         16           41         42           2         0           7         6           5         4           2         2           4         5           4         4           9         12	1996-97         1997-98         1998-99         19           195         203         196           10         12         12           17         18         17           168         173         167           34         36         35           13         12         12           51         55         50           15         12         13           14         16         16           41         42         41           2         0         0           7         6         6           5         4         4           2         2         2           4         4         4           9         12         12	195         203         196         205           10         12         12         12           17         18         17         17           168         173         167         176           34         36         35         38           13         12         12         15           51         55         50         54           15         12         13         14           14         16         16         15           41         42         41         40           2         0         0         1           7         6         6         5           5         4         4         5           2         2         2         2           4         5         5         6           4         4         4         3           9         12         12         12	1996-97         1997-98         1998-99         1999-00         2000-01           195         203         196         205         186           10         12         12         12         9           17         18         17         17         17           168         173         167         176         160           34         36         35         38         31           13         12         12         15         10           51         55         50         54         52           15         12         13         14         14           14         16         16         15         12           41         42         41         40         41           2         0         0         1         1           7         6         6         5         7           5         4         4         5         5           2         2         2         2         2           4         4         4         3         3           9         12         12         12         12	1996-97         1997-98         1998-99         1999-00         2000-01         1996-97           195         203         196         205         186         100.0%           10         12         12         12         9         5.1%           17         18         17         17         17         8.7%           168         173         167         176         160         86.2%           34         36         35         38         31         20.2%           13         12         12         15         10         7.7%           51         55         50         54         52         30.4%           15         12         13         14         14         8.9%           14         16         16         15         12         8.3%           41         42         41         40         41         24.4%           2         0         0         1         1         4.9%           7         6         6         5         7         17.1%           5         4         4         5         5         12.2%           2	1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98           195         203         196         205         186         100.0%         100.0%           10         12         12         12         9         5.1%         5.9%           17         18         17         17         17         8.7%         8.9%           168         173         167         176         160         86.2%         85.2%           34         36         35         38         31         20.2%         20.8%           13         12         12         15         10         7.7%         6.9%           51         55         50         54         52         30.4%         31.8%           15         12         13         14         14         8.9%         6.9%           14         16         16         15         12         8.3%         9.2%           41         42         41         40         41         24.4%         24.3%           2         0         0         1         1         4.9%         0.0%           7         6	1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99           195         203         196         205         186         100.0%         100.0%         100.0%           10         12         12         12         9         5.1%         5.9%         6.1%           17         18         17         17         17         8.7%         8.9%         8.7%           168         173         167         176         160         86.2%         85.2%         85.2%           34         36         35         38         31         20.2%         20.8%         21.0%           13         12         12         15         10         7.7%         6.9%         7.2%           51         55         50         54         52         30.4%         31.8%         29.9%           15         12         13         14         14         8.9%         6.9%         7.8%           41         42         41         40         41         24.4%         24.3%         24.6%           2         0         0         1         1         4.9%	1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00           195         203         196         205         186         100.0%         100.0%         100.0%         100.0%           10         12         12         12         9         5.1%         5.9%         6.1%         5.9%           17         18         17         17         17         8.7%         8.9%         8.7%         8.3%           168         173         167         176         160         86.2%         85.2%         85.2%         85.9%           34         36         35         38         31         20.2%         20.8%         21.0%         21.6%           13         12         12         15         10         7.7%         6.9%         7.2%         8.5%           51         55         50         54         52         30.4%         31.8%         29.9%         30.7%           15         12         13         14         14         8.9%         6.9%         7.8%         8.0%           14         16         16         15         12	

Total Enrollments	2,715	2,491	2,439	2,456	2,384	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	231	197	188	195	180	8.5%	7.9%	7.7%	7.9%	7.6%
Grades 1-4	741	703	727	718	736	27.3%	28.2%	29.8%	29.2%	30.9%
Grades 5-6	357	328	290	328	336	13.1%	13.2%	11.9%	13.4%	14.1%
Grades 7-8	359	329	326	334	304	13.2%	13.2%	13.4%	13.6%	12.8%
Grades 9-12	897	831	797	804	781	33.0%	33.4%	32.7%	32.7%	32.8%
Ungraded	130	103	111	77	47	4.8%	4.1%	4.6%	3.1%	2.0%









District Percentages

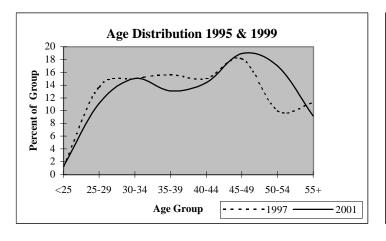
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender					<del></del>	<u> </u>	·	·	·	
Administrative	10	12	12	12	9	5.3%	6.1%	6.3%	6.1%	5.0%
White - Females	3	4	4	5	4	30.0%	33.3%	33.3%	41.7%	44.4%
White - Males	7	8	8	7	5	70.0%	66.7%	66.7%	58.3%	55.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	16	17	16	16	16	8.5%	8.7%	8.4%	8.2%	8.9%
White - Females	11	12	12	13	13	68.8%	70.6%	75.0%	81.3%	81.3%
White - Males	5	5	4	3	3	31.3%	29.4%	25.0%	18.8%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	162	167	162	168	154	86.2%	85.2%	85.3%	85.7%	86.0%
White - Females	123	131	127	130	122	75.9%	78.4%	78.4%	77.4%	79.2%
White - Males	39	36	35	38	32	24.1%	21.6%	21.6%	22.6%	20.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dis	trict Cour	nts	1		Distr	rict Percent	ages	
Age Distribution Teachers by Age Group	1996-97 1		trict Cour		2000-01	1996-97		rict Percent		2000-01
Teachers by Age Group	<u> </u>	997-98	1998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	2	997-98 6	1998-99 4	1999-00	2	1.3%	1997-98 3.6%	1998-99	1999-00	1.3%
Teachers by Age Group Up to 24 25-29	2 22	997-98 6 24	1998-99 4 21	1999-00 4 24	2 17	1.3% 13.8%	3.6% 14.5%	1998-99 2.5% 13.0%	1999-00 2.4% 14.6%	1.3% 11.1%
Teachers by Age Group Up to 24 25-29 30-34	2 22 24	997-98 6 24 22	1998-99 4 21 24	1999-00 4 24 17	2 17 23	1.3% 13.8% 15.0%	3.6% 14.5% 13.3%	1998-99 2.5% 13.0% 14.9%	1999-00 2.4% 14.6% 10.4%	1.3% 11.1% 15.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	2 22 24 25	997-98 6 24 22 18	1998-99 4 21 24 19	1999-00 4 24 17 20	2 17 23 20	1.3% 13.8% 15.0% 15.6%	3.6% 14.5% 13.3% 10.8%	1998-99 2.5% 13.0% 14.9% 11.8%	1999-00 2.4% 14.6% 10.4% 12.2%	1.3% 11.1% 15.0% 13.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	2 22 24 25 24	6 24 22 18 32	1998-99 4 21 24 19 28	1999-00 4 24 17 20 28	2 17 23 20 22	1.3% 13.8% 15.0% 15.6% 15.0%	3.6% 14.5% 13.3% 10.8% 19.3%	2.5% 13.0% 14.9% 11.8% 17.4%	1999-00 2.4% 14.6% 10.4% 12.2% 17.1%	1.3% 11.1% 15.0% 13.1% 14.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 22 24 25 24 29	997-98 6 24 22 18 32 25	1998-99 4 21 24 19 28 22	1999-00 4 24 17 20 28 27	2 17 23 20 22 29	1.3% 13.8% 15.0% 15.6% 15.0% 18.1%	3.6% 14.5% 13.3% 10.8% 19.3% 15.1%	2.5% 13.0% 14.9% 11.8% 17.4% 13.7%	1999-00 2.4% 14.6% 10.4% 12.2% 17.1% 16.5%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 22 24 25 24 29 16	997-98 6 24 22 18 32 25 19	1998-99 4 21 24 19 28 22 24	1999-00 4 24 17 20 28 27 23	2 17 23 20 22 29 26	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0%	3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4%	2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9%	1999-00 2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 22 24 25 24 29 16 18	997-98 6 24 22 18 32 25 19 20	1998-99 4 21 24 19 28 22 24 19	1999-00 4 24 17 20 28 27 23 21	2 17 23 20 22 29 26 14	1.3% 13.8% 15.0% 15.6% 15.0% 18.1%	3.6% 14.5% 13.3% 10.8% 19.3% 15.1%	2.5% 13.0% 14.9% 11.8% 17.4% 13.7%	1999-00 2.4% 14.6% 10.4% 12.2% 17.1% 16.5%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 22 24 25 24 29 16	997-98 6 24 22 18 32 25 19	1998-99 4 21 24 19 28 22 24	1999-00 4 24 17 20 28 27 23	2 17 23 20 22 29 26	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0%	3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4%	2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9%	1999-00 2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 22 24 25 24 29 16 18	997-98 6 24 22 18 32 25 19 20	1998-99 4 21 24 19 28 22 24 19	1999-00 4 24 17 20 28 27 23 21	2 17 23 20 22 29 26 14	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0%	3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4%	2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9%	1999-00 2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	2 22 24 25 24 29 16 18	997-98 6 24 22 18 32 25 19 20 41.3	1998-99 4 21 24 19 28 22 24 19 41.8	1999-00 4 24 17 20 28 27 23 21 42.0	2 17 23 20 22 29 26 14	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0%	3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4% 12.0%	2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9% 11.8%	1999-00 2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0% 12.8%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	2 22 24 25 24 29 16 18 41.3	997-98 6 24 22 18 32 25 19 20 41.3	1998-99 4 21 24 19 28 22 24 19 41.8	1999-00 4 24 17 20 28 27 23 21 42.0	2 17 23 20 22 29 26 14 41.9	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0% 11.3%	3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4% 12.0%	1998-99 2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9% 11.8%	1999-00 2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0% 12.8%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0% 9.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	2 22 24 25 24 29 16 18 41.3	997-98 6 24 22 18 32 25 19 20 41.3	1998-99 4 21 24 19 28 22 24 19 41.8 trict Cour	1999-00 4 24 17 20 28 27 23 21 42.0	2 17 23 20 22 29 26 14 41.9	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0% 11.3%	1997-98 3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4% 12.0% Distr	1998-99  2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9% 11.8%	1999-00  2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0% 12.8%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0% 9.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	2 22 24 25 24 29 16 18 41.3	997-98 6 24 22 18 32 25 19 20 41.3 Dis	1998-99 4 21 24 19 28 22 24 19 41.8 trict Cour 1998-99	1999-00 4 24 17 20 28 27 23 21 42.0 hts 1999-00 36	2 17 23 20 22 29 26 14 41.9	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0% 11.3%	3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4% 12.0%  Distr 1997-98 21.4%	2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9% 11.8%	1999-00  2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0% 12.8%  ages 1999-00 20.5%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0% 9.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	2 22 24 25 24 29 16 18 41.3	997-98 6 24 22 18 32 25 19 20 41.3 Dis 997-98	1998-99 4 21 24 19 28 22 24 19 41.8 trict Cour 1998-99 27 31	1999-00 4 24 17 20 28 27 23 21 42.0 hts 1999-00 36 32	2 17 23 20 22 29 26 14 41.9 2000-01 32 28	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0% 11.3% 1996-97 19.0% 20.2%	1997-98 3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4% 12.0% Distr 1997-98 21.4% 17.9%	1998-99  2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9% 11.8%  rict Percent 1998-99  16.2% 18.6%	1999-00  2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0% 12.8%  1999-00  20.5% 18.2%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0% 9.2% 2000-01 20.0% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 22 24 25 24 29 16 18 41.3	997-98 6 24 22 18 32 25 19 20 41.3 Dis 997-98 37 31 33	1998-99 4 21 24 19 28 22 24 19 41.8 trict Cour 1998-99 27 31 34	1999-00 4 24 17 20 28 27 23 21 42.0 hts 1999-00 36 32 22	2 17 23 20 22 29 26 14 41.9 2000-01 32 28 25	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0% 11.3%  1996-97  19.0% 20.2% 20.8%	1997-98 3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4% 12.0% Distr 1997-98 21.4% 17.9% 19.1%	1998-99  2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9% 11.8%  rict Percent 1998-99  16.2% 18.6% 20.4%	1999-00  2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0% 12.8%  1999-00  20.5% 18.2% 12.5%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0% 9.2%  2000-01 20.0% 17.5% 15.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 22 24 25 24 29 16 18 41.3	997-98 6 24 22 18 32 25 19 20 41.3 Dis 997-98 37 31 33 17	1998-99 4 21 24 19 28 22 24 19 41.8 trict Cour 1998-99 27 31 34 18	1999-00 4 24 17 20 28 27 23 21 42.0 hts 1999-00 36 32 22 30	2 17 23 20 22 29 26 14 41.9 2000-01 32 28 25 27	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0% 11.3%  1996-97  19.0% 20.2% 20.8% 11.3%	1997-98 3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4% 12.0% Distr 1997-98 21.4% 17.9% 19.1% 9.8%	1998-99  2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9% 11.8%  rict Percent 1998-99  16.2% 18.6% 20.4% 10.8%	1999-00  2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0% 12.8%  1999-00  20.5% 18.2% 17.0%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0% 9.2%  2000-01  20.0% 17.5% 15.6% 16.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	2 22 24 25 24 29 16 18 41.3 1996-97 11 32 34 35 19	997-98 6 24 22 18 32 25 19 20 41.3 Dis 997-98 37 31 33 17 15	1998-99  4 21 24 19 28 22 24 19 41.8  trict Cour 1998-99  27 31 34 18 18	1999-00 4 24 17 20 28 27 23 21 42.0 hts 1999-00 36 32 22 30 18	2 17 23 20 22 29 26 14 41.9 2000-01 32 28 25 27 17	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0% 11.3% 1996-97 19.0% 20.2% 20.8% 11.3% 6.5%	1997-98  3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4% 12.0%  Distr 1997-98  21.4% 17.9% 19.1% 9.8% 8.7%	1998-99  2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9% 11.8%  16.2% 18.6% 20.4% 10.8% 10.8%	1999-00  2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0% 12.8%  1999-00  20.5% 18.2% 17.0% 10.2%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0% 9.2%  2000-01  20.0% 17.5% 15.6% 16.9% 10.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 22 24 25 24 29 16 18 41.3	997-98 6 24 22 18 32 25 19 20 41.3 Dis 997-98 37 31 33 17	1998-99 4 21 24 19 28 22 24 19 41.8 trict Cour 1998-99 27 31 34 18	1999-00 4 24 17 20 28 27 23 21 42.0 hts 1999-00 36 32 22 30	2 17 23 20 22 29 26 14 41.9 2000-01 32 28 25 27	1.3% 13.8% 15.0% 15.6% 15.0% 18.1% 10.0% 11.3%  1996-97  19.0% 20.2% 20.8% 11.3%	1997-98 3.6% 14.5% 13.3% 10.8% 19.3% 15.1% 11.4% 12.0% Distr 1997-98 21.4% 17.9% 19.1% 9.8%	1998-99  2.5% 13.0% 14.9% 11.8% 17.4% 13.7% 14.9% 11.8%  rict Percent 1998-99  16.2% 18.6% 20.4% 10.8%	1999-00  2.4% 14.6% 10.4% 12.2% 17.1% 16.5% 14.0% 12.8%  1999-00  20.5% 18.2% 17.0%	1.3% 11.1% 15.0% 13.1% 14.4% 19.0% 17.0% 9.2%  2000-01  20.0% 17.5% 15.6% 16.9%

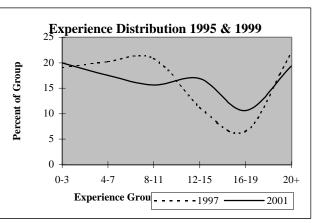
		District Counts						District Rates				
Attrition	1996-97 19	997-98 1	998-99 19	999-00 2	000-01	1996	-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	17	16	15	33	-	8	5.7%	7.9%	7.7%	16.1%	-	
Attrition from Transfers	4	6	6	3	-	2	.1%	3.0%	3.1%	1.5%	-	
Attrition from Exits	13	10	9	30	-	6	5.7%	4.9%	4.6%	14.6%	=	
Teacher Attrition	15	16	13	30	-	8	5.9%	9.2%	7.8%	17.0%	=	
Attrition from Transfers	4	6	5	2	-	2	.4%	3.5%	3.0%	1.1%	-	
Attrition from Exits	11	10	8	28	-	6	5.5%	5.8%	4.8%	15.9%	-	
District Retention												
<b>Educator Retention</b>	178	187	181	172	-	91	.3%	92.1%	92.3%	83.9%	-	
Teacher Retention	153	157	154	146	-	91	.1%	90.8%	92.2%	83.0%	=	

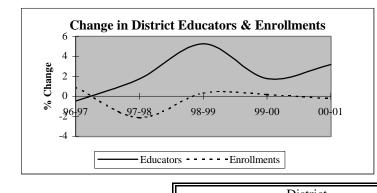
Teacher Retention	D:	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	61.8%	10.9%	27.3%					
1 Year of Experience	78.3%	8.7%	13.0%					
2 Years of Experience	91.9%	2.7%	5.4%					
3 Years of Experience	86.8%	2.6%	10.5%					
4 Years of Experience	92.1%	0.0%	7.9%					
5 Years of Experience	95.5%	2.3%	2.3%					

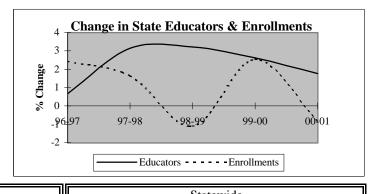
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	8.8%	13.1%	17.2%	18.4%	18.7%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	4.4%	8.6%	11.3%	9.7%	9.1%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.5%	1.0%	0.5%	1.0%	1.6%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	92.8%	89.2%	94.9%	88.8%	91.4%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.5%	0.5%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	5.1%	9.4%	4.6%	10.2%	7.0%		8.6%	9.3%	9.4%	11.0%	10.3%	









	District					Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S	_		_		·				
Student to Educator Ratio	15.6	15.0	14.3	14.1	13.6	16.4		15.5	15.5	15.1
Student to Teacher Ratio	18.2	17.2	16.4	16.2	15.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	-3	11	34	12	22	-	-	-	-	-
% Change in Educators	-0.5%	1.7%	5.3%	1.8%	3.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	90	-213	33	15	-23	-	-	-	-	-
% Change in Enrollments	0.9%	-2.1%	0.3%	0.2%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.8%	1.1%	0.7%	0.7%	9.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.2%	4.3%	4.1%	4.2%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.2%	8.5%	8.7%	8.8%	9.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.1%	2.9%	2.9%	2.6%	2.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	3.7%	3.6%	3.6%	3.4%	3.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	11.1%	10.7%	10.7%	20.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.4	43.7	43.8	44.3	44.5	43.3	43.5	43.6	43.7	43.9
Average Experience	15.4	15.4	15.3	15.3	15.1	13.8	13.7	13.7	13.4	13.3
Average Salary	32,790	33,051	34,260	35,390	34,493	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.0%	2.8%	2.8%	2.4%	2.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.7%	77.0%	76.9%	76.6%	77.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.7%	10.3%	10.4%	10.3%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.8%	na	9.0%	9.8%	11.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.7%	1.6%	2.2%	2.7%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%
-										

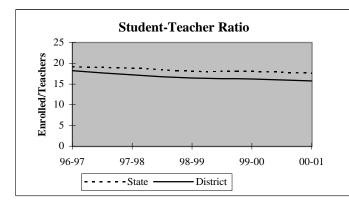
		District Counts						District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Total Workforce	636	647	681	693	715	-	100.0%	100.0%	100.0%	100.0%	100.0%		
Retained Educators	601	599	631	638	646		94.5%	92.6%	92.7%	92.1%	90.3%		
Newly Hired	35	48	50	55	69		5.5%	7.4%	7.3%	7.9%	9.7%		
Transfers In	2	6	7	9	9		5.7%	12.5%	14.0%	16.4%	13.0%		
Reentrants	15	20	21	23	35		42.9%	41.7%	42.0%	41.8%	50.7%		
First Time Educators	18	22	22	23	25		51.4%	45.8%	44.0%	41.8%	36.2%		
Total Exiting Next Year	37	16	43	47	-		5.8%	2.5%	6.3%	6.8%	-		
Transfers Out	7	0	7	7	-		18.9%	0.0%	16.3%	14.9%	-		
Leave Tennessee Educ.	30	16	36	40	-		81.1%	100.0%	83.7%	85.1%	-		

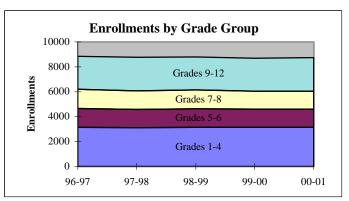
Dynamics Rates	District Rates								
District Attrition	5.8%	2.5%	6.3%	6.8%	-				
Transfers In/Out	0.29	nc	1.00	1.29	-				

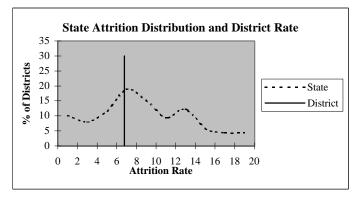
## District Report for: HAMBLEN COUNTY

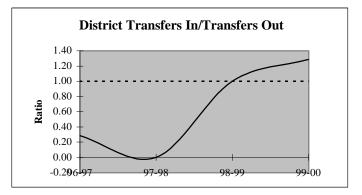
	District Counts					District Percentages				
Profile by Position	1996-97 1	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	636	647	681	693	715	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	27	28	28	29	30	4.2%	4.3%	4.1%	4.2%	4.2%
Professional Staff	65	55	59	61	66	10.2%	8.5%	8.7%	8.8%	9.2%
Total Teachers	544	564	594	603	619	85.5%	87.2%	87.2%	87.0%	86.6%
Special Education	58	58	62	62	62	10.7%	10.3%	10.4%	10.3%	10.0%
Pre-K & Kindergarten	40	41	42	42	47	7.4%	7.3%	7.1%	7.0%	7.6%
Elementary (1-4)	207	213	218	216	215	38.1%	37.8%	36.7%	35.8%	34.7%
Middle School (5-6)	51	61	66	73	76	9.4%	10.8%	11.1%	12.1%	12.3%
Jr. High (7-8)	55	53	58	64	69	10.1%	9.4%	9.8%	10.6%	11.1%
High School (9-12)	133	138	148	146	150	24.4%	24.5%	24.9%	24.2%	24.2%
Business	2	0	1	1	1	1.5%	0.0%	0.7%	0.7%	0.7%
Language Arts	16	16	17	17	18	12.0%	11.6%	11.5%	11.6%	12.0%
Social Studies	16	12	14	16	17	12.0%	8.7%	9.5%	11.0%	11.3%
Foreign Language	7	4	6	8	6	5.3%	2.9%	4.1%	5.5%	4.0%
Mathematics	16	17	19	18	20	12.0%	12.3%	12.8%	12.3%	13.3%
Science	12	14	15	15	15	9.0%	10.1%	10.1%	10.3%	10.0%
Vocational Education	34	37	39	37	37	25.6%	26.8%	26.4%	25.3%	24.7%
Other High School	30	38	37	34	36	22.6%	27.5%	25.0%	23.3%	24.0%
Total Enrollments	9,922	9,709	9,742	9,757	9,734	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	9,922	9,709	9,742	9,757	9,734	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	857	792	735	807	780	8.6%	8.2%	7.5%	8.3%	8.0%
Grades 1-4	3,131	3,121	3,144	3,126	3,131	31.6%	32.1%	32.3%	32.0%	32.2%
Grades 5-6	1,523	1,461	1,487	1,465	1,459	15.3%	15.0%	15.3%	15.0%	15.0%
Grades 7-8	1,530	1,476	1,516	1,447	1,446	15.4%	15.2%	15.6%	14.8%	14.9%
Grades 9-12	2,661	2,707	2,636	2,646	2,698	26.8%	27.9%	27.1%	27.1%	27.7%
Ungraded	220	152	224	266	220	2.2%	1.6%	2.3%	2.7%	2.3%









**District Counts** 

District Percentages

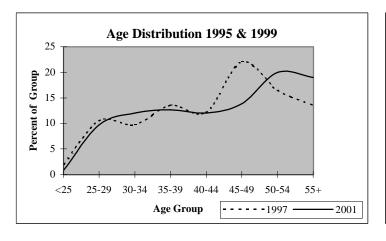
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Known Race and Gender			'		<u> </u>	<u> </u>						
Administrative	27	28	28	29	30	4.4%	4.5%	4.3%	4.4%	4.4%		
White - Females	3	3	3	6	5	11.1%	10.7%	10.7%	20.7%	16.7%		
White - Males	23	24	24	22	24	85.2%	85.7%	85.7%	75.9%	80.0%		
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Black - Males	1	1	1	1	1	3.7%	3.6%	3.6%	3.4%	3.3%		
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Professional Staff	61	51	54	54	59	9.9%	8.2%	8.3%	8.1%	8.6%		
White - Females	48	41	44	44	48	78.7%	80.4%	81.5%	81.5%	81.4%		
White - Males	11	8	8	8	9	18.0%	15.7%	14.8%	14.8%	15.3%		
Black - Females	1	1	1	1	1	1.6%	2.0%	1.9%	1.9%	1.7%		
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Males	1	1	1	1	1	1.6%	2.0%	1.9%	1.9%	1.7%		
Teachers	529	545	572	582	594	85.7%	87.3%	87.5%	87.5%	87.0%		
White - Females	400	407	428	436	449	75.6%	74.7%	74.8%	74.9%	75.6%		
White - Males	113	123	128	132	129	21.4%	22.6%	22.4%	22.7%	21.7%		
Black - Females	13	12	13	12	13	2.5%	2.2%	2.3%	2.1%	2.2%		
Black - Males	2	2	2	2	2	0.4%	0.4%	0.3%	0.3%	0.3%		
Other - Females	1	1	1	0	1	0.2%	0.2%	0.2%	0.0%	0.2%		
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
						District Percentages						
Age Distribution		Di	strict Cou	nts			Distr	rict Percent	ages			
Age Distribution Teachers by Age Group	1996-97	Di 1997-98			2000-01	1996-97	Distr	rict Percent	ages 1999-00	2000-01		
Teachers by Age Group	1996-97				2000-01	1996-97				2000-01		
Teachers by Age Group Up to 24	10	1997-98 7	1998-99	1999-00	4	2.0%	1997-98 1.4%	1998-99	1999-00	0.8%		
Teachers by Age Group Up to 24 25-29	10 53	1997-98 7 57	1998-99 5 56	1999-00 5 48	4 49	2.0% 10.5%	1997-98 1.4% 11.2%	1998-99 1.0% 10.7%	1999-00 1.0% 9.4%	0.8% 9.7%		
Teachers by Age Group Up to 24	10	1997-98 7	1998-99	1999-00	4	2.0% 10.5% 9.7%	1997-98 1.4% 11.2% 9.6%	1998-99 1.0% 10.7% 11.3%	1999-00 1.0% 9.4% 12.1%	0.8% 9.7% 12.1%		
Teachers by Age Group Up to 24 25-29 30-34 35-39	10 53 49 68	1997-98 7 57 49 63	1998-99 5 56 59 64	1999-00 5 48 62 62	4 49 61 64	2.0% 10.5% 9.7% 13.5%	1997-98 1.4% 11.2% 9.6% 12.4%	1998-99 1.0% 10.7% 11.3% 12.2%	1999-00 1.0% 9.4% 12.1% 12.1%	0.8% 9.7% 12.1% 12.6%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	10 53 49 68 61	7 57 49 63 69	1998-99 5 56 59 64 71	1999-00 5 48 62 62 69	4 49 61 64 61	2.0% 10.5% 9.7% 13.5% 12.1%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6%	1999-00 1.0% 9.4% 12.1% 12.1% 13.5%	0.8% 9.7% 12.1% 12.6% 12.1%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	10 53 49 68 61 111	7 57 49 63 69 100	1998-99 5 56 59 64 71 93	1999-00 5 48 62 62 69 75	4 49 61 64 61 70	2.0% 10.5% 9.7% 13.5% 12.1% 22.1%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8%	1999-00 1.0% 9.4% 12.1% 12.1% 13.5% 14.6%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	10 53 49 68 61	7 57 49 63 69 100 87	1998-99 5 56 59 64 71	1999-00 5 48 62 62 69	4 49 61 64 61	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8%	1999-00 1.0% 9.4% 12.1% 12.1% 13.5% 14.6% 18.9%	0.8% 9.7% 12.1% 12.6% 12.1%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	10 53 49 68 61 111 83 68	7 57 49 63 69 100 87	5 56 59 64 71 93 93 82	1999-00 5 48 62 62 69 75 97 95	4 49 61 64 61 70 101 96	2.0% 10.5% 9.7% 13.5% 12.1% 22.1%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8%	1999-00 1.0% 9.4% 12.1% 12.1% 13.5% 14.6%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	10 53 49 68 61 111 83	7 57 49 63 69 100 87	5 56 59 64 71 93 93	1999-00 5 48 62 62 69 75 97	4 49 61 64 61 70 101	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8%	1999-00 1.0% 9.4% 12.1% 12.1% 13.5% 14.6% 18.9%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	10 53 49 68 61 111 83 68	7 57 49 63 69 100 87 77 43.7	5 56 59 64 71 93 93 82 43.8	1999-00 5 48 62 62 69 75 97 95 44.3	4 49 61 64 61 70 101 96	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1% 15.1%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8% 17.8% 15.7%	1999-00 1.0% 9.4% 12.1% 13.5% 14.6% 18.9% 18.5%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	10 53 49 68 61 111 83 68	7 57 49 63 69 100 87 77 43.7	1998-99 5 56 59 64 71 93 93 82 43.8	1999-00 5 48 62 62 69 75 97 95 44.3	4 49 61 64 61 70 101 96 44.5	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1% 15.1%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8%	1999-00 1.0% 9.4% 12.1% 13.5% 14.6% 18.9% 18.5%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	10 53 49 68 61 111 83 68 43.4	7 57 49 63 69 100 87 77 43.7	1998-99 5 56 59 64 71 93 93 82 43.8	1999-00 5 48 62 62 69 75 97 95 44.3	4 49 61 64 61 70 101 96 44.5	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1% 15.1%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8% 17.8% 15.7%	1999-00 1.0% 9.4% 12.1% 13.5% 14.6% 18.9% 18.5%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	10 53 49 68 61 111 83 68 43.4	1997-98 7 57 49 63 69 100 87 77 43.7	1998-99 5 56 59 64 71 93 93 82 43.8	1999-00 5 48 62 62 69 75 97 95 44.3	4 49 61 64 61 70 101 96 44.5	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5% 13.5%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1% 15.1%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8% 15.7%	1999-00 1.0% 9.4% 12.1% 13.5% 14.6% 18.9% 18.5%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0% 19.0%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	10 53 49 68 61 111 83 68 43.4	1997-98 7 57 49 63 69 100 87 77 43.7 Di	1998-99 5 56 59 64 71 93 82 43.8 strict Cour	1999-00 5 48 62 69 75 97 95 44.3	4 49 61 64 61 70 101 96 44.5	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5% 13.5%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1% 15.1% Distr	1998-99  1.0% 10.7% 11.3% 12.2% 13.6% 17.8% 15.7%	1999-00 1.0% 9.4% 12.1% 13.5% 14.6% 18.9% 18.5% ages 1999-00	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0% 19.0%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	10 53 49 68 61 111 83 68 43.4	1997-98 7 57 49 63 69 100 87 77 43.7 Di 1997-98	1998-99 5 56 59 64 71 93 93 82 43.8 strict Cour 1998-99	1999-00 5 48 62 69 75 97 95 44.3 1999-00 98	4 49 61 64 61 70 101 96 44.5	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5% 13.5%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1% 15.1% Distr 1997-98 15.8%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8% 15.7%	1999-00  1.0% 9.4% 12.1% 13.5% 14.6% 18.9% 18.5%  ages  1999-00 16.3%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0% 19.0%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	10 53 49 68 61 111 83 68 43.4	1997-98 7 57 49 63 69 100 87 77 43.7 Di 1997-98 89 73	1998-99 5 56 59 64 71 93 93 82 43.8 strict Cour 1998-99 100 83	1999-00 5 48 62 69 75 97 95 44.3 1999-00 98 97	4 49 61 64 61 70 101 96 44.5	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5% 13.5%	1997-98 1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1% 15.1% Distr 1997-98 15.8% 12.9%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8% 15.7%  rict Percent 1998-99 16.8% 14.0%	1999-00  1.0% 9.4% 12.1% 13.5% 14.6% 18.9% 18.5%  1999-00  16.3% 16.1%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0% 19.0% 2000-01 17.0% 15.5%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	10 53 49 68 61 111 83 68 43.4 1996-97 85 70 47	1997-98 7 57 49 63 69 100 87 77 43.7 Di 1997-98 89 73 53	1998-99 5 56 59 64 71 93 93 82 43.8 strict Cour 1998-99 100 83 59	1999-00 5 48 62 69 75 97 95 44.3 1999-00 98 97 66	4 49 61 64 61 70 101 96 44.5	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5% 13.5%	1997-98  1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1% 15.1%  Distr 1997-98  15.8% 12.9% 9.4%	1998-99  1.0% 10.7% 11.3% 12.2% 13.6% 17.8% 15.7%  15.7%  16.8% 14.0% 9.9%	1999-00  1.0% 9.4% 12.1% 13.5% 14.6% 18.9% 18.5%  16.1% 10.9%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0% 19.0% 2000-01 17.0% 15.5% 12.9%		
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	10 53 49 68 61 111 83 68 43.4 1996-97 85 70 47 63	1997-98 7 57 49 63 69 100 87 77 43.7 Di 1997-98 89 73 53 58	1998-99 5 56 59 64 71 93 82 43.8 strict Cour 1998-99 100 83 59 56	1999-00 5 48 62 69 75 97 95 44.3 1999-00 98 97 66 50	4 49 61 64 61 70 101 96 44.5 2000-01 105 96 80 49	2.0% 10.5% 9.7% 13.5% 12.1% 22.1% 16.5% 13.5% 13.5%	1997-98  1.4% 11.2% 9.6% 12.4% 13.6% 19.6% 17.1% 15.1%  Distr 1997-98  15.8% 12.9% 9.4% 10.3%	1998-99 1.0% 10.7% 11.3% 12.2% 13.6% 17.8% 15.7%  15.7%  16.8% 14.0% 9.9% 9.4%	1999-00  1.0% 9.4% 12.1% 13.5% 14.6% 18.9% 18.5%  18.5%  16.1% 10.9% 8.3%	0.8% 9.7% 12.1% 12.6% 12.1% 13.8% 20.0% 19.0% 2000-01 17.0% 15.5% 12.9% 7.9%		

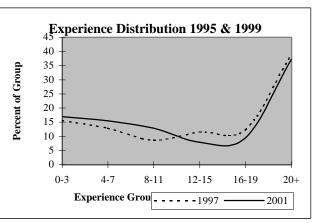
		District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99 1	999-00 2	2000-01	1996-9	7 199	97-98	1998-99	1999-00	2000-01		
Educator Attrition	37	16	43	47	-	5.8	%	2.5%	6.3%	6.8%	-		
Attrition from Transfers	7	0	7	7	-	1.1	%	0.0%	1.0%	1.0%	-		
Attrition from Exits	30	16	36	40	-	4.7	%	2.5%	5.3%	5.8%	-		
Teacher Attrition	30	15	33	41	-	5.5	%	2.7%	5.6%	6.8%	-		
Attrition from Transfers	6	0	7	5	-	1.1	%	0.0%	1.2%	0.8%	-		
Attrition from Exits	24	15	26	36	-	4.4	%	2.7%	4.4%	6.0%	-		
District Retention													
<b>Educator Retention</b>	599	631	638	646	-	94.2	%	97.5%	93.7%	93.2%	-		
Teacher Retention	514	549	561	562	-	94.5	%	97.3%	94.4%	93.2%	-		

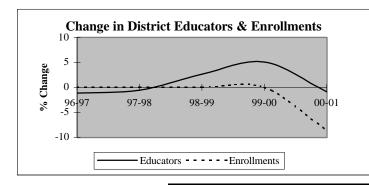
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	90.9%	2.5%	6.6%
1 Year of Experience	89.7%	3.2%	7.1%
2 Years of Experience	96.2%	2.9%	1.0%
3 Years of Experience	90.1%	0.0%	9.9%
4 Years of Experience	94.3%	0.0%	5.7%
5 Years of Experience	92.9%	1.0%	6.1%

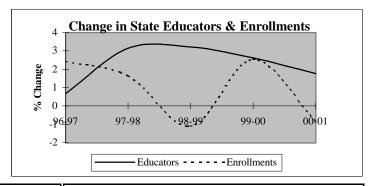
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	7.2%	9.5%	13.7%	15.7%	18.2%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.9%	7.1%	10.2%	9.1%	10.3%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.3%	2.5%	1.5%	1.0%	1.5%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.6%	90.7%	92.2%	91.5%	89.9%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.0%	0.7%	0.1%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.2%	6.6%	6.3%	6.8%	8.4%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	0.0	0.0	0.0	18.4	17.0	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	0.0	0.0	0.0	21.8	20.2	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-31	-15	72	141	-26	-	-	-	-	-	
% Change in Educators	-1.1%	-0.5%	2.6%	5.1%	-0.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	0	0	0	54,010	-4,641	-	-	-	-	-	
% Change in Enrollment:	#######	#######	#######	#######	-8.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.3%	0.3%	0.2%	0.2%	5.4%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.1%	5.0%	4.7%	4.5%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.0%	9.6%	10.4%	10.8%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	16.3%	16.2%	16.1%	15.9%	15.8%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	23.7%	24.2%	22.8%	25.4%	25.7%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	46.4%	46.0%	46.6%	46.6%	47.5%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.1	44.5	44.7	44.9	45.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.5	14.9	14.8	14.5	14.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	37,375	37,620	38,645	39,996	39,011	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	15.3%	15.3%	15.2%	14.8%	14.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	80.5%	79.9%	79.6%	78.9%	78.4%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	13.1%	12.6%	12.8%	13.1%	12.9%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	34.0%	na	35.0%	35.6%	36.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.6%	na	1.4%	2.5%	2.5%	1.7%	1.6%	1.8%	1.8%	1.8%	
ſ		D:	strict Com	nto	<del></del> 1	District Percentages					

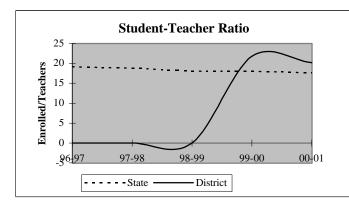
		Dis	strict Cou	nts		District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	2,732	2,717	2,789	2,930	2,904	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	2,504	2,507	2,559	2,600	2,593	91.7%	92.3%	91.8%	88.7%	89.3%
Newly Hired	228	210	230	330	311	8.3%	7.7%	8.2%	11.3%	10.7%
Transfers In	12	13	6	25	25	5.3%	6.2%	2.6%	7.6%	8.0%
Reentrants	95	91	94	134	120	41.7%	43.3%	40.9%	40.6%	38.6%
First Time Educators	121	106	130	171	166	53.1%	50.5%	56.5%	51.8%	53.4%
Total Exiting Next Year	225	158	189	337	-	8.2%	5.8%	6.8%	11.5%	-
Transfers Out	20	2	3	13	-	8.9%	1.3%	1.6%	3.9%	-
Leave Tennessee Educ.	205	156	186	324	-	91.1%	98.7%	98.4%	96.1%	-

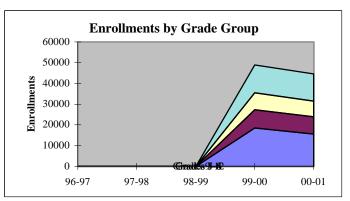
Dynamics Rates		Dis	trict Rate	S	
District Attrition	8.2%	5.8%	6.8%	11.5%	=
Transfers In/Out	0.60	6.50	2.00	1.92	-

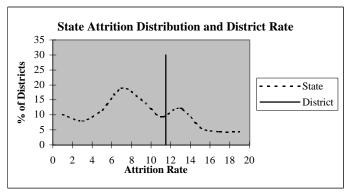
## District Report for: HAMILTON COUNTY

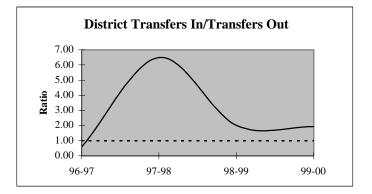
		Dist	trict Coun	nts		District Percentages						
Profile by Position	1996-97 1	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	2,732	2,717	2,789	2,930	2,904	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	138	137	131	133	139	5.1%	5.0%	4.7%	4.5%	4.8%		
Professional Staff	273	262	289	317	319	10.0%	9.6%	10.4%	10.8%	11.0%		
Total Teachers	2,321	2,318	2,369	2,480	2,446	85.0%	85.3%	84.9%	84.6%	84.2%		
Special Education	305	291	303	326	315	13.1%	12.6%	12.8%	13.1%	12.9%		
Pre-K & Kindergarten	172	166	166	174	166	7.4%	7.2%	7.0%	7.0%	6.8%		
Elementary (1-4)	776	785	799	849	858	33.4%	33.9%	33.7%	34.2%	35.1%		
Middle School (5-6)	270	296	298	307	290	11.6%	12.8%	12.6%	12.4%	11.9%		
Jr. High (7-8)	249	243	249	244	260	10.7%	10.5%	10.5%	9.8%	10.6%		
High School (9-12)	549	537	554	580	557	23.7%	23.2%	23.4%	23.4%	22.8%		
Business	14	11	11	20	17	2.6%	2.0%	2.0%	3.4%	3.1%		
Language Arts	79	72	73	91	89	14.4%	13.4%	13.2%	15.7%	16.0%		
Social Studies	73	67	70	74	71	13.3%	12.5%	12.6%	12.8%	12.7%		
Foreign Language	40	37	35	38	35	7.3%	6.9%	6.3%	6.6%	6.3%		
Mathematics	77	75	76	78	73	14.0%	14.0%	13.7%	13.4%	13.1%		
Science	65	65	62	71	64	11.8%	12.1%	11.2%	12.2%	11.5%		
Vocational Education	99	96	103	107	103	18.0%	17.9%	18.6%	18.4%	18.5%		
Other High School	102	114	124	101	105	18.6%	21.2%	22.4%	17.4%	18.9%		
Total Enrollments	0	0	0	54,010	49,369	100.0%	100.0%	100.0%	100.0%	100.0%		
D 11 0 11	_			2.525	2 115		0.0.	0.01	4.00			

Total Enrollments	0	0	0	54,010	49,369	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	0	0	0	3,720	3,640	0.0%	0.0%	0.0%	6.9%	7.4%
Grades 1-4	0	0	0	18,560	15,526	0.0%	0.0%	0.0%	34.4%	31.4%
Grades 5-6	0	0	0	8,749	8,332	0.0%	0.0%	0.0%	16.2%	16.9%
Grades 7-8	0	0	0	8,207	7,655	0.0%	0.0%	0.0%	15.2%	15.5%
Grades 9-12	0	0	0	13,409	12,993	0.0%	0.0%	0.0%	24.8%	26.3%
Ungraded	0	0	0	1,365	1,223	0.0%	0.0%	0.0%	2.5%	2.5%









District Percentages

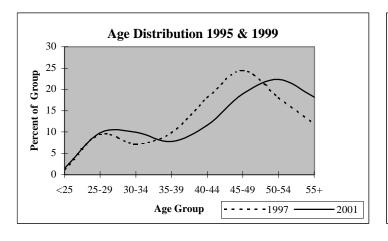
		Dist	net Coun	เธ			D15t1	ict Perceilt	1503		
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender						<u> </u>					
Administrative	135	132	127	130	136	5.2%	5.2%	4.9%	4.8%	5.1%	
White - Females	45	45	45	44	46	33.3%	34.1%	35.4%	33.8%	33.8%	
White - Males	58	55	53	53	55	43.0%	41.7%	41.7%	40.8%	40.4%	
Black - Females	17	16	14	17	19	12.6%	12.1%	11.0%	13.1%	14.0%	
Black - Males	14	15	14	15	15	10.4%	11.4%	11.0%	11.5%	11.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	1	1	1	1	1	0.7%	0.8%	0.8%	0.8%	0.7%	
Professional Staff	262	251	274	300	303	10.1%	9.8%	10.5%	11.0%	11.3%	
White - Females	176	175	190	207	208	67.2%	69.7%	69.3%	69.0%	68.6%	
White - Males	31	26	29	33	33	11.8%	10.4%	10.6%	11.0%	10.9%	
Black - Females	50	47	51	55	56	19.1%	18.7%	18.6%	18.3%	18.5%	
Black - Males	5	3	4	5	5	1.9%	1.2%	1.5%	1.7%	1.7%	
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.3%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	2,188	2,171	2,207	2,288	2,243	84.6%	85.0%	84.6%	84.2%	83.6%	
White - Females	1,494	1,481	1,513	1,575	1,547	68.3%	68.2%	68.6%	68.8%	69.0%	
White - Males	360	357	358	375	370	16.5%	16.4%	16.2%	16.4%	16.5%	
Black - Females	264	259	256	255	243	12.1%	11.9%	11.6%	11.1%	10.8%	
Black - Males	51	54	57	59	62	2.3%	2.5%	2.6%	2.6%	2.8%	
Other - Females	16	16	17	19	19	0.7%	0.7%	0.8%	0.8%	0.8%	
Other - Males	3	4	6	5	2	0.1%	0.2%	0.3%	0.2%	0.1%	
						<u></u>					
Age Distribution			rict Coun			District Percentages					
Teachers by Age Group	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24		2.1	0.0	29	29	1.2%	1.5%	1.2%	1.4%	1.4%	
Op 10 21	25	31	26	29	2)	1.2/0	8.8%				
25-29	25 198	31 184	26 195	191	197	9.4%	0.070	9.3%	9.1%	9.8%	
_							8.2%	9.3% 9.2%	9.1% 9.8%	9.8% 9.9%	
25-29	198	184	195	191	197	9.4%					
25-29 30-34	198 150	184 172	195 192	191 206	197 199	9.4% 7.1%	8.2%	9.2%	9.8%	9.9%	
25-29 30-34 35-39	198 150 206	184 172 181	195 192 161	191 206 163	197 199 156	9.4% 7.1% 9.8%	8.2% 8.6%	9.2% 7.7%	9.8% 7.7%	9.9% 7.8%	
25-29 30-34 35-39 40-45	198 150 206 381	184 172 181 350	195 192 161 311	191 206 163 291	197 199 156 233	9.4% 7.1% 9.8% 18.1%	8.2% 8.6% 16.7%	9.2% 7.7% 14.8%	9.8% 7.7% 13.8%	9.9% 7.8% 11.6%	
25-29 30-34 35-39 40-45 45-49	198 150 206 381 516	184 172 181 350 470	195 192 161 311 446	191 206 163 291 421	197 199 156 233 380	9.4% 7.1% 9.8% 18.1% 24.5%	8.2% 8.6% 16.7% 22.4%	9.2% 7.7% 14.8% 21.3%	9.8% 7.7% 13.8% 20.0%	9.9% 7.8% 11.6% 18.9%	
25-29 30-34 35-39 40-45 45-49 50-54 55+	198 150 206 381 516 382 251	184 172 181 350 470 417 293	195 192 161 311 446 453 313	191 206 163 291 421 463 343	197 199 156 233 380 449 365	9.4% 7.1% 9.8% 18.1% 24.5% 18.1%	8.2% 8.6% 16.7% 22.4% 19.9%	9.2% 7.7% 14.8% 21.3% 21.6%	9.8% 7.7% 13.8% 20.0% 22.0%	9.9% 7.8% 11.6% 18.9% 22.4%	
25-29 30-34 35-39 40-45 45-49 50-54	198 150 206 381 516 382	184 172 181 350 470 417	195 192 161 311 446 453	191 206 163 291 421 463	197 199 156 233 380 449	9.4% 7.1% 9.8% 18.1% 24.5% 18.1%	8.2% 8.6% 16.7% 22.4% 19.9%	9.2% 7.7% 14.8% 21.3% 21.6%	9.8% 7.7% 13.8% 20.0% 22.0%	9.9% 7.8% 11.6% 18.9% 22.4%	
25-29 30-34 35-39 40-45 45-49 50-54 55+	198 150 206 381 516 382 251	184 172 181 350 470 417 293	195 192 161 311 446 453 313	191 206 163 291 421 463 343	197 199 156 233 380 449 365	9.4% 7.1% 9.8% 18.1% 24.5% 18.1%	8.2% 8.6% 16.7% 22.4% 19.9%	9.2% 7.7% 14.8% 21.3% 21.6%	9.8% 7.7% 13.8% 20.0% 22.0%	9.9% 7.8% 11.6% 18.9% 22.4%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	198 150 206 381 516 382 251	184 172 181 350 470 417 293 44.5	195 192 161 311 446 453 313 44.7	191 206 163 291 421 463 343 44.9	197 199 156 233 380 449 365 45.1	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0%	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3%	9.9% 7.8% 11.6% 18.9% 22.4%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	198 150 206 381 516 382 251 44.1	184 172 181 350 470 417 293 44.5	195 192 161 311 446 453 313 44.7	191 206 163 291 421 463 343 44.9	197 199 156 233 380 449 365 45.1	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0%	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3%	9.9% 7.8% 11.6% 18.9% 22.4% 18.2%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience	198 150 206 381 516 382 251 44.1	184 172 181 350 470 417 293 44.5	195 192 161 311 446 453 313 44.7	191 206 163 291 421 463 343 44.9	197 199 156 233 380 449 365 45.1	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0% Distr	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3%	9.9% 7.8% 11.6% 18.9% 22.4% 18.2%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	198 150 206 381 516 382 251 44.1	184 172 181 350 470 417 293 44.5 Dist	195 192 161 311 446 453 313 44.7	191 206 163 291 421 463 343 44.9	197 199 156 233 380 449 365 45.1	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0% Distr 1997-98	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3% ages 1999-00 19.3%	9.9% 7.8% 11.6% 18.9% 22.4% 18.2% 2000-01 21.5%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	198 150 206 381 516 382 251 44.1	184 172 181 350 470 417 293 44.5 Dist 997-98	195 192 161 311 446 453 313 44.7 crict Coun 1998-99	191 206 163 291 421 463 343 44.9 ts 1999-00 2 479 311	197 199 156 233 380 449 365 45.1	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0% Distr 1997-98	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%  rict Percent: 1998-99 16.4% 12.5%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3%  1999-00  19.3% 12.5%	9.9% 7.8% 11.6% 18.9% 22.4% 18.2% 2000-01 21.5% 11.9%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	198 150 206 381 516 382 251 44.1 1996-97 1 368 272 279	184 172 181 350 470 417 293 44.5 Dist 997-98 337 303 253	195 192 161 311 446 453 313 44.7 rrict Coun 1998-99 389 295 265	191 206 163 291 421 463 343 44.9 ts 1999-00 2 479 311 264	197 199 156 233 380 449 365 45.1 2000-01 527 290 257	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%  11.9%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0% Distr 1997-98 14.5% 13.1% 10.9%	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%  ict Percent: 1998-99 16.4% 12.5% 11.2%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3%  ages 1999-00 19.3% 12.5% 10.6%	9.9% 7.8% 11.6% 18.9% 22.4% 18.2% 2000-01 21.5% 11.9% 10.5%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	198 150 206 381 516 382 251 44.1 1996-97 1 368 272 279 285	184 172 181 350 470 417 293 44.5 Dist 997-98 337 303 253 289	195 192 161 311 446 453 313 44.7  crict Coun 1998-99 389 295 265 276	191 206 163 291 421 463 343 44.9 ts 1999-00 2 479 311 264 280	197 199 156 233 380 449 365 45.1 2000-01 527 290 257 259	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%  1996-97  15.9% 11.7% 12.0% 12.3%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0% Distr 1997-98 14.5% 13.1% 10.9% 12.5%	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%  rict Percent: 1998-99 16.4% 12.5% 11.2% 11.7%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3%  1999-00  19.3% 12.5% 10.6% 11.3%	9.9% 7.8% 11.6% 18.9% 22.4% 18.2% 2000-01 21.5% 11.9% 10.5% 10.6%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	198 150 206 381 516 382 251 44.1 1996-97 1 368 272 279 285 340	184 172 181 350 470 417 293 44.5 Dist 997-98 337 303 253 289 320	195 192 161 311 446 453 313 44.7  rrict Coun 1998-99 389 295 265 276 285	191 206 163 291 421 463 343 44.9 ts 1999-00 2 479 311 264 280 260	197 199 156 233 380 449 365 45.1 2000-01 527 290 257 259 259	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%  1996-97 15.9% 11.7% 12.0% 12.3% 14.6%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0% Distr 1997-98 14.5% 13.1% 10.9% 12.5% 13.8%	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%  14.9%  16.4% 12.5% 11.2% 11.7% 12.0%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3%  1999-00 19.3% 12.5% 10.6% 11.3% 10.5%	9.9% 7.8% 11.6% 18.9% 22.4% 18.2% 2000-01 21.5% 11.9% 10.5% 10.6%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years 20+ Years	198 150 206 381 516 382 251 44.1 1996-97 1 368 272 279 285	184 172 181 350 470 417 293 44.5 Dist 997-98 337 303 253 289 320 816	195 192 161 311 446 453 313 44.7  ariet Coun 1998-99 389 295 265 276 285 859	191 206 163 291 421 463 343 44.9 ts 1999-00 2 479 311 264 280 260 886	197 199 156 233 380 449 365 45.1 2000-01 527 290 257 259 259 854	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%  1996-97  15.9% 11.7% 12.0% 12.3%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0% Distr 1997-98 14.5% 13.1% 10.9% 12.5%	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%  rict Percent: 1998-99 16.4% 12.5% 11.2% 11.7%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3%  1999-00  19.3% 12.5% 10.6% 11.3%	9.9% 7.8% 11.6% 18.9% 22.4% 18.2% 2000-01 21.5% 11.9% 10.5% 10.6%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	198 150 206 381 516 382 251 44.1 1996-97 1 368 272 279 285 340	184 172 181 350 470 417 293 44.5 Dist 997-98 337 303 253 289 320	195 192 161 311 446 453 313 44.7  rrict Coun 1998-99 389 295 265 276 285	191 206 163 291 421 463 343 44.9 ts 1999-00 2 479 311 264 280 260	197 199 156 233 380 449 365 45.1 2000-01 527 290 257 259 259	9.4% 7.1% 9.8% 18.1% 24.5% 18.1% 11.9%  1996-97 15.9% 11.7% 12.0% 12.3% 14.6%	8.2% 8.6% 16.7% 22.4% 19.9% 14.0% Distr 1997-98 14.5% 13.1% 10.9% 12.5% 13.8%	9.2% 7.7% 14.8% 21.3% 21.6% 14.9%  14.9%  16.4% 12.5% 11.2% 11.7% 12.0%	9.8% 7.7% 13.8% 20.0% 22.0% 16.3%  1999-00 19.3% 12.5% 10.6% 11.3% 10.5%	9.9% 7.8% 11.6% 18.9% 22.4% 18.2% 2000-01 21.5% 11.9% 10.5% 10.6%	

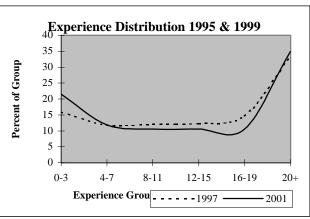
		Dis	strict Cou	nts			District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	225	158	189	337	-	ľ	8.2%	5.8%	6.8%	11.5%	-	
Attrition from Transfers	20	2	3	13	-		0.7%	0.1%	0.1%	0.4%	-	
Attrition from Exits	205	156	186	324	-		7.5%	5.7%	6.7%	11.1%	-	
Teacher Attrition	195	139	166	290	-		8.4%	6.0%	7.0%	11.7%	-	
Attrition from Transfers	17	2	2	12	-		0.7%	0.1%	0.1%	0.5%	-	
Attrition from Exits	178	137	164	278	-		7.7%	5.9%	6.9%	11.2%	-	
District Retention												
Educator Retention	2,507	2,559	2,600	2,593	-		91.8%	94.2%	93.2%	88.5%	-	
Teacher Retention	2,126	2,179	2,203	2,190	-		91.6%	94.0%	93.0%	88.3%	-	

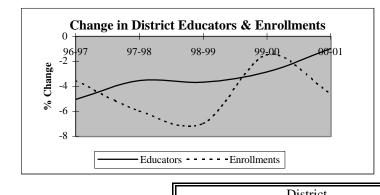
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	83.0%	1.5%	15.5%
1 Year of Experience	84.2%	1.2%	14.6%
2 Years of Experience	87.1%	0.9%	12.0%
3 Years of Experience	86.0%	0.8%	13.3%
4 Years of Experience	90.4%	0.0%	9.6%
5 Years of Experience	87.1%	0.3%	12.6%

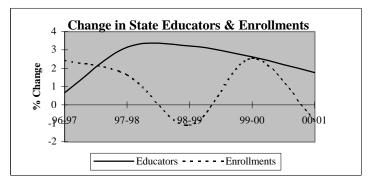
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	7.9%	12.1%	14.6%	18.3%	18.7%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	7.4%	8.5%	8.2%	8.4%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.1%	0.5%	0.8%	0.8%	1.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.7%	91.8%	90.8%	88.5%	88.8%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.1%	0.0%	0.0%	0.1%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.0%	7.6%	8.3%	10.7%	10.1%		8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S	·			·					
Student to Educator Ratio	11.9	11.6	11.2	11.3	10.9	16.	4 16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.6	14.3	14.3	14.8	14.7	19.	2 18.8	18.1	18.0	17.6
Change in Educators	-6	-4	-4	-3	-1	-	-	-	-	-
% Change in Educators	-5.0%	-3.5%	-3.7%	-2.9%	-1.0%	0.79	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-49	-80	-88	-17	-53	-	-	-	-	-
% Change in Enrollments	-3.5%	-6.0%	-7.0%	-1.5%	-4.6%	2.49	6 1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.0%	0.79	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	7.1%	5.5%	6.7%	6.9%	6.9%	4.59	4.5%	4.4%	4.4%	4.3%
% Professional Staff	16.8%	13.8%	15.2%	16.7%	18.8%	9.69	9.5%	9.6%	9.6%	9.7%
% Minority	1.9%	2.0%	2.1%	1.1%	1.1%	12.19	6 12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.89	6 17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	16.7%	14.3%	14.3%	14.3%	36.39	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.8	42.6	43.5	44.6	45.8	43.	3 43.5	43.6	43.7	43.9
Average Experience	13.5	14.6	14.7	14.5	14.5	13.	8 13.7	13.7	13.4	13.3
Average Salary	31,068	31,120	32,472	33,093	32,279	33,90	7 34,370	35,839	36,884	36,619
% Minority Teachers	2.5%	2.5%	2.7%	1.4%	1.4%	12.09	6 12.1%	12.3%	12.5%	12.6%
% Female Teachers	68.6%	67.0%	67.1%	71.8%	72.0%	79.29	6 79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	14.0%	12.5%	13.4%	14.1%	10.7%	10.9%	6 10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.2%	na	0.7%	0.5%	0.5%	26.0%	ó na	26.5%	27.3%	27.7%
% Special Education	0.6%	1.7%	0.7%	2.7%	2.7%	1.79	6 1.6%	1.8%	1.8%	1.8%
•										

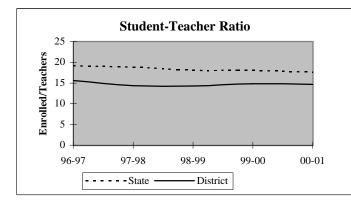
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	113	109	105	102	101		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	111	107	97	95	93		98.2%	98.2%	92.4%	93.1%	92.1%
Newly Hired	2	2	8	7	8		1.8%	1.8%	7.6%	6.9%	7.9%
Transfers In	1	0	4	1	0	_	50.0%	0.0%	50.0%	14.3%	0.0%
Reentrants	1	1	3	1	1		50.0%	50.0%	37.5%	14.3%	12.5%
First Time Educators	0	1	1	5	7		0.0%	50.0%	12.5%	71.4%	87.5%
Total Exiting Next Year	6	12	10	9	-	I	5.3%	11.0%	9.5%	8.8%	-
Transfers Out	4	0	1	3	=	_	66.7%	0.0%	10.0%	33.3%	-
Leave Tennessee Educ.	2	12	9	6	-		33.3%	100.0%	90.0%	66.7%	-

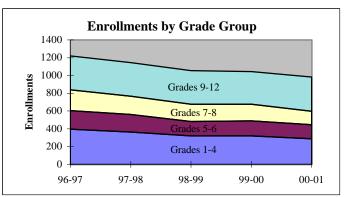
Dynamics Rates	District Rates								
District Attrition	5.3%	11.0%	9.5%	8.8%	-				
Transfers In/Out	0.25	nc	4.00	0.33	-				

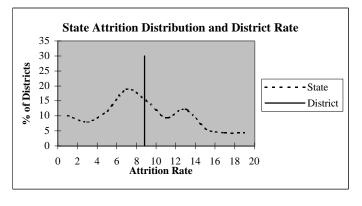
## District Report for: HANCOCK COUNTY

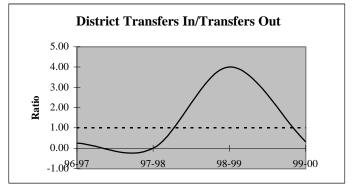
		District Counts					District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	113	109	105	102	101	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	8	6	7	7	7	7.1%	5.5%	6.7%	6.9%	6.9%		
Professional Staff	19	15	16	17	19	16.8%	13.8%	15.2%	16.7%	18.8%		
Total Teachers	86	88	82	78	75	76.1%	80.7%	78.1%	76.5%	74.3%		
Special Education	12	11	11	11	8	14.0%	12.5%	13.4%	14.1%	10.7%		
Pre-K & Kindergarten	6	4	3	3	3	7.0%	4.5%	3.7%	3.8%	4.0%		
Elementary (1-4)	25	28	28	27	27	29.1%	31.8%	34.1%	34.6%	36.0%		
Middle School (5-6)	8	8	6	6	6	9.3%	9.1%	7.3%	7.7%	8.0%		
Jr. High (7-8)	7	7	7	4	3	8.1%	8.0%	8.5%	5.1%	4.0%		
High School (9-12)	28	30	27	27	28	32.6%	34.1%	32.9%	34.6%	37.3%		
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Language Arts	3	3	3	4	5	10.7%	10.0%	11.1%	14.8%	17.9%		
Social Studies	3	2	2	4	2	10.7%	6.7%	7.4%	14.8%	7.1%		
Foreign Language	0	1	1	1	1	0.0%	3.3%	3.7%	3.7%	3.6%		
Mathematics	1	1	2	3	2	3.6%	3.3%	7.4%	11.1%	7.1%		
Science	3	3	3	2	3	10.7%	10.0%	11.1%	7.4%	10.7%		
Vocational Education	11	9	8	7	8	39.3%	30.0%	29.6%	25.9%	28.6%		
Other High School	7	11	8	6	7	25.0%	36.7%	29.6%	22.2%	25.0%		
Total Enrollments	1,340	1,260	1,172	1,155	1,102	100.0%	100.0%	100.0%	100.0%	100.0%		
D 17 0 17	10.			0.0		- 0-1		0.001		0.4-		

Total Enrollments	1,340	1,260	1,172	1,155	1,102	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	105	95	96	82	89	7.8%	7.5%	8.2%	7.1%	8.1%
Grades 1-4	396	365	321	322	288	29.6%	29.0%	27.4%	27.9%	26.1%
Grades 5-6	210	198	160	168	159	15.7%	15.7%	13.7%	14.5%	14.4%
Grades 7-8	232	203	196	185	149	17.3%	16.1%	16.7%	16.0%	13.5%
Grades 9-12	383	378	378	367	387	28.6%	30.0%	32.3%	31.8%	35.1%
Ungraded	14	21	21	31	30	1.0%	1.7%	1.8%	2.7%	2.7%









		Dist	rict Coun	ts			Distr	ict Percenta	ages	
Profile by	1996-97 1	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	8	6	6	5	6	7.4%	5.9%	6.2%	5.3%	6.5%
White - Females	2	1	1	1	1	25.0%	16.7%	16.7%	20.0%	16.7%
White - Males	6	5	5	4	5	75.0%	83.3%	83.3%	80.0%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	15	16	17	18	17.6%	14.7%	16.5%	18.1%	19.4%
White - Females	11	8	10	12	14	57.9%	53.3%	62.5%	70.6%	77.8%
White - Males	8	7	6	5	4	42.1%	46.7%	37.5%	29.4%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	81	81	75	72	69	75.0%	79.4%	77.3%	76.6%	74.2%
White - Females	57	56	52	53	51	70.4%	69.1%	69.3%	73.6%	73.9%
White - Males	22	23	21	18	17	27.2%	28.4%	28.0%	25.0%	24.6%
Black - Females	1	1	1	1	1	1.2%	1.2%	1.3%	1.4%	1.4%
Black - Males	1	1	1	0	0	1.2%	1.2%	1.3%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Diet	rict Coun	te			Dietr	ict Percenta	ages	
Teachers by Age Group	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
25-29	9	5	2	2	1	11.4%	6.0%	2.7%	2.9%	1.7%
30-34	10	13	12	9	5	12.7%	15.7%	16.2%	13.2%	8.3%
35-39	10	13	14	11	9	12.7%	15.7%	18.9%	16.2%	15.0%
40-45	21	18	12	12	10	26.6%	21.7%	16.2%	17.6%	16.7%
45-49	13	15	14	12	15	16.5%	18.1%	18.9%	17.6%	25.0%
50-54	11	12	10	13	12	13.9%	14.5%	13.5%	19.1%	20.0%
55+	5	7	10	9	8	6.3%	8.4%	13.5%	13.2%	13.3%
Average Age	41.8	42.6	43.5	44.6	45.8					
E		D'.	· · · · · · · · · · · · · · · · · · ·	4 -	1		D'-t-	' D		
Experience Distribution	100 5 0= 11 :		rict Coun		2000.01	1005.07		ict Percenta		2000 01
Teachers by Experience	1996-97 1						1997-98	1998-99	1999-00	2000-01
0-3 Years	10	3	5	8	15	11.6%	3.4%	6.1%	10.3%	20.0%
4-7 Years	19	18	14	11	6	22.1%	20.5%	17.1%	14.1%	8.0%
8-11 Years	12	17	18	17	12	14.0%	19.3%	22.0%	21.8%	16.0%
12-15 Years	10	12	10	8	9	11.6%	13.6%	12.2%	10.3%	12.0%
16-19 Years 20+ Years	15 20	14 24	13 22	12 22	8 25	17.4% 23.3%	15.9% 27.3%	15.9% 26.8%	15.4% 28.2%	10.7% 33.3%
										22 20/

Average Experience

14.7

14.5

14.5

14.6

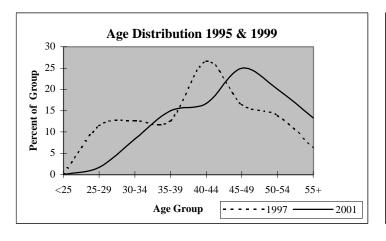
13.5

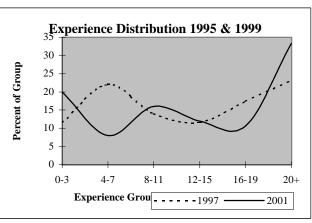
		Dis	strict Cou	nts			D	istrict Rate	es	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	6	12	10	9	-	5.3%	11.0%	9.5%	8.8%	-
Attrition from Transfers	4	0	1	3	-	3.5%	0.0%	1.0%	2.9%	-
Attrition from Exits	2	12	9	6	-	1.8%	11.0%	8.6%	5.9%	-
Teacher Attrition	5	7	7	8	-	5.8%	8.0%	8.5%	10.3%	-
Attrition from Transfers	4	0	0	3	-	4.7%	0.0%	0.0%	3.8%	-
Attrition from Exits	1	7	7	5	-	1.2%	8.0%	8.5%	6.4%	-
District Retention										
<b>Educator Retention</b>	107	97	95	93	-	94.7%	89.0%	90.5%	91.2%	-
Teacher Retention	81	81	75	70	-	94.2%	92.0%	91.5%	89.7%	-

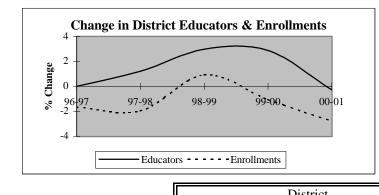
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	70.0%	0.0%	30.0%
1 Year of Experience	75.0%	8.3%	16.7%
2 Years of Experience	71.4%	21.4%	7.1%
3 Years of Experience	88.9%	0.0%	11.1%
4 Years of Experience	94.1%	0.0%	5.9%
5 Years of Experience	95.0%	0.0%	5.0%

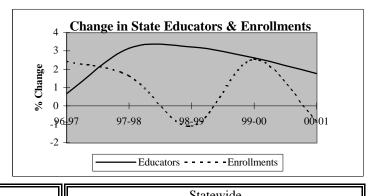
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											•
Race	11.0%	8.8%	12.2%	15.7%	16.8%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	1.8%	2.7%	6.9%	6.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.0%	2.9%	1.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	98.2%	97.2%	93.3%	93.1%	92.1%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.9%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	0.9%	2.8%	3.8%	5.9%	7.9%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									
Student to Educator Ratio	15.2	14.7	14.4	13.9	13.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.0	17.3	17.0	16.2	15.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	4	10	10	-1	-	-	-	-	-
% Change in Educators	0.0%	1.2%	3.0%	2.9%	-0.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-86	-100	46	-52	-138	-	-	-	-	-
% Change in Enrollments	-1.7%	-2.0%	0.9%	-1.0%	-2.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.8%	7.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.4%	4.7%	4.9%	4.8%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.2%	10.1%	10.1%	9.5%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	23.0%	23.2%	23.7%	23.9%	23.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	23.5%	26.7%	31.3%	31.3%	33.3%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	16.7%	18.8%	41.2%	41.2%	37.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.4	42.7	42.4	43.2	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	12.1	12.3	11.7	11.8	11.3	13.8	13.7	13.7	13.4	13.3
Average Salary	30,289	30,109	30,881	32,038	31,717	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	22.4%	22.4%	22.5%	22.9%	21.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	77.9%	77.7%	78.0%	76.8%	76.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.3%	11.1%	12.5%	12.1%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	54.1%	na	54.4%	54.7%	55.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.8%	1.7%	1.6%	1.5%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

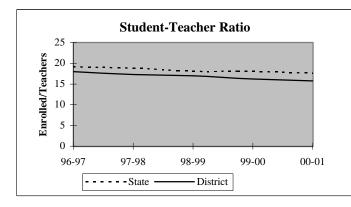
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	333	337	347	357	356		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	299	297	286	300	293		89.8%	88.1%	82.4%	84.0%	82.3%
Newly Hired	34	40	61	57	63		10.2%	11.9%	17.6%	16.0%	17.7%
Transfers In	1	3	5	5	6		2.9%	7.5%	8.2%	8.8%	9.5%
Reentrants	9	15	15	21	19		26.5%	37.5%	24.6%	36.8%	30.2%
First Time Educators	24	22	41	31	38		70.6%	55.0%	67.2%	54.4%	60.3%
Total Exiting Next Year	36	51	47	64	-	I	10.8%	15.1%	13.5%	17.9%	-
Transfers Out	14	13	19	21	-		38.9%	25.5%	40.4%	32.8%	-
Leave Tennessee Educ.	22	38	28	43	-		61.1%	74.5%	59.6%	67.2%	-

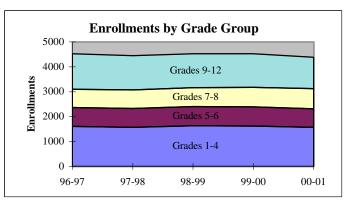
Dynamics Rates	District Rates									
District Attrition	10.8%	15.1%	13.5%	17.9%	-					
Transfers In/Out	0.07	0.23	0.26	0.24	-					

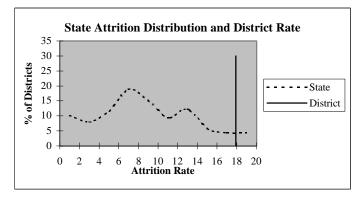
## District Report for: HARDEMAN COUNTY

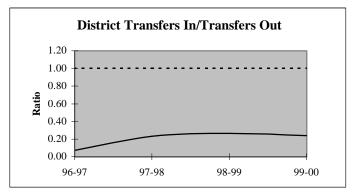
		Dist	trict Coun	ts		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	333	337	347	357	356	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	16	17	17	16	5.4%	4.7%	4.9%	4.8%	4.5%
Professional Staff	34	34	35	34	34	10.2%	10.1%	10.1%	9.5%	9.6%
Total Teachers	281	287	295	306	306	84.4%	85.2%	85.0%	85.7%	86.0%
Special Education	29	32	37	37	35	10.3%	11.1%	12.5%	12.1%	11.4%
Pre-K & Kindergarten	23	20	20	19	17	8.2%	7.0%	6.8%	6.2%	5.6%
Elementary (1-4)	97	95	97	103	109	34.5%	33.1%	32.9%	33.7%	35.6%
Middle School (5-6)	27	30	35	32	33	9.6%	10.5%	11.9%	10.5%	10.8%
Jr. High (7-8)	30	35	34	44	42	10.7%	12.2%	11.5%	14.4%	13.7%
High School (9-12)	75	75	72	71	70	26.7%	26.1%	24.4%	23.2%	22.9%
Business	7	4	4	2	3	9.3%	5.3%	5.6%	2.8%	4.3%
Language Arts	11	10	11	11	11	14.7%	13.3%	15.3%	15.5%	15.7%
Social Studies	7	6	11	11	11	9.3%	8.0%	15.3%	15.5%	15.7%
Foreign Language	2	2	3	3	3	2.7%	2.7%	4.2%	4.2%	4.3%
Mathematics	10	7	8	10	9	13.3%	9.3%	11.1%	14.1%	12.9%
Science	8	5	7	7	8	10.7%	6.7%	9.7%	9.9%	11.4%
Vocational Education	15	14	16	17	16	20.0%	18.7%	22.2%	23.9%	22.9%
Other High School	15	27	12	10	9	20.0%	36.0%	16.7%	14.1%	12.9%
Total Enrollments	5,059	4,959	5,005	4,953	4,815	100.0%	100.0%	100.0%	100.0%	100.0%
D IZ 0 IZ	4.40	400	200	257	252	0.70/	0.50/	0.00/	7.00/	7.20/

Total Enrollments	5,059	4,959	5,005	4,953	4,815	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	440	420	399	357	353	8.7%	8.5%	8.0%	7.2%	7.3%
Grades 1-4	1,603	1,567	1,635	1,614	1,574	31.7%	31.6%	32.7%	32.6%	32.7%
Grades 5-6	757	761	774	778	746	15.0%	15.3%	15.5%	15.7%	15.5%
Grades 7-8	742	747	758	782	803	14.7%	15.1%	15.1%	15.8%	16.7%
Grades 9-12	1,427	1,378	1,362	1,348	1,263	28.2%	27.8%	27.2%	27.2%	26.2%
Ungraded	90	86	77	74	76	1.8%	1.7%	1.5%	1.5%	1.6%









District Percentages

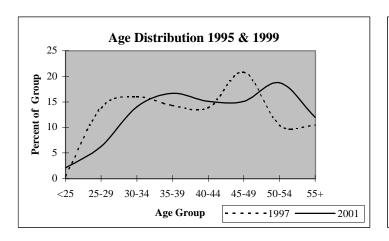
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	17	15	16	16	15	5.7%	5.0%	5.1%	5.2%	4.9%
White - Females	0	0	3	3	2	0.0%	0.0%	18.8%	18.8%	13.3%
White - Males	13	11	8	8	8	76.5%	73.3%	50.0%	50.0%	53.3%
Black - Females	3	3	4	4	4	17.6%	20.0%	25.0%	25.0%	26.7%
Black - Males	1	1	1	1	1	5.9%	6.7%	6.3%	6.3%	6.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	33	33	34	32	32	11.0%	11.1%	10.9%	10.3%	10.4%
White - Females	21	22	20	19	18	63.6%	66.7%	58.8%	59.4%	56.3%
White - Males	3	2	4	4	3	9.1%	6.1%	11.8%	12.5%	9.4%
Black - Females	5	5	6	6	7	15.2%	15.2%	17.6%	18.8%	21.9%
Black - Males	4	4	4	3	4	12.1%	12.1%	11.8%	9.4%	12.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	250	250	262	262	260	83.3%	83.9%	84.0%	84.5%	84.7%
White - Females	151	154	162	158	160	60.4%	61.6%	61.8%	60.3%	61.5%
White - Males	43	40	41	44	44	17.2%	16.0%	15.6%	16.8%	16.9%
Black - Females	45	44	48	50	47	18.0%	17.6%	18.3%	19.1%	18.1%
Black - Males	9	10	10	9	8	3.6%	4.0%	3.8%	3.4%	3.1%
Other - Females	1	1	1	1	1	0.4%	0.4%	0.4%	0.4%	0.4%
Other - Males	1	1	0	0	0	0.4%	0.4%	0.0%	0.0%	0.0%
Aga Distribution		Diet	trict Coun	te	<del></del> 1		Dietr	rict Parcents	2000	ī
Age Distribution	1006 07 1		trict Coun		2000 01	1006.07		rict Percenta		2000.01
Teachers by Age Group		997-98	1998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98	1998-99	1999-00	4	0.4%	1997-98	1998-99	1999-00	2.1%
Teachers by Age Group Up to 24 25-29	1 32	997-98 1 21	1998-99 5 15	1999-00 4 9	4 12	0.4% 13.9%	1997-98 0.5% 9.7%	1998-99 2.4% 7.2%	1999-00 2.0% 4.5%	2.1% 6.3%
Teachers by Age Group Up to 24 25-29 30-34	1 32 37	997-98 1 21 34	1998-99 5 15 29	1999-00 4 9 33	4 12 27	0.4% 13.9% 16.0%	1997-98 0.5% 9.7% 15.7%	1998-99 2.4% 7.2% 14.0%	1999-00 2.0% 4.5% 16.6%	2.1% 6.3% 14.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 32 37 33	997-98 1 21 34 28	1998-99 5 15 29 33	1999-00 4 9 33 31	4 12 27 32	0.4% 13.9% 16.0% 14.3%	1997-98 0.5% 9.7% 15.7% 12.9%	2.4% 7.2% 14.0% 15.9%	1999-00 2.0% 4.5% 16.6% 15.6%	2.1% 6.3% 14.1% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 32 37 33 33 32	997-98 1 21 34 28 33	1998-99 5 15 29 33 36	1999-00 4 9 33 31 33	4 12 27 32 29	0.4% 13.9% 16.0% 14.3% 13.9%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2%	2.4% 7.2% 14.0% 15.9% 17.4%	1999-00 2.0% 4.5% 16.6% 15.6% 16.6%	2.1% 6.3% 14.1% 16.7% 15.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 32 37 33 32 48	997-98 1 21 34 28 33 41	5 15 29 33 36 36	1999-00 4 9 33 31 33 36	4 12 27 32 29 29	0.4% 13.9% 16.0% 14.3% 13.9% 20.8%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9%	2.4% 7.2% 14.0% 15.9% 17.4% 17.4%	1999-00 2.0% 4.5% 16.6% 15.6% 16.6% 18.1%	2.1% 6.3% 14.1% 16.7% 15.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 32 37 33 32 48 24	997-98 1 21 34 28 33 41 35	5 15 29 33 36 36 29	4 9 33 31 33 36 27	4 12 27 32 29 29 36	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1%	2.4% 7.2% 14.0% 15.9% 17.4% 17.4% 14.0%	2.0% 4.5% 16.6% 15.6% 18.1% 13.6%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 18.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 32 37 33 32 48	997-98 1 21 34 28 33 41	5 15 29 33 36 36	1999-00 4 9 33 31 33 36	4 12 27 32 29 29	0.4% 13.9% 16.0% 14.3% 13.9% 20.8%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9%	2.4% 7.2% 14.0% 15.9% 17.4% 17.4%	1999-00 2.0% 4.5% 16.6% 15.6% 16.6% 18.1%	2.1% 6.3% 14.1% 16.7% 15.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 32 37 33 32 48 24	997-98 1 21 34 28 33 41 35	5 15 29 33 36 36 29	4 9 33 31 33 36 27	4 12 27 32 29 29 36	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1%	2.4% 7.2% 14.0% 15.9% 17.4% 17.4% 14.0%	2.0% 4.5% 16.6% 15.6% 18.1% 13.6%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 18.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 32 37 33 32 48 24 24	997-98 1 21 34 28 33 41 35 24	5 15 29 33 36 36 29 24	4 9 33 31 33 36 27 26	4 12 27 32 29 29 29 36 23	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1%	2.4% 7.2% 14.0% 15.9% 17.4% 17.4% 14.0%	2.0% 4.5% 16.6% 15.6% 18.1% 13.6%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 18.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 32 37 33 32 48 24 24	997-98 1 21 34 28 33 41 35 24 42.7	5 15 29 33 36 36 29 24 42.4	1999-00 4 9 33 31 33 36 27 26 43.2	4 12 27 32 29 29 29 36 23	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1% 11.1%	2.4% 7.2% 14.0% 15.9% 17.4% 14.0% 11.6%	2.0% 4.5% 16.6% 15.6% 16.6% 18.1% 13.6% 13.1%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 18.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 32 37 33 32 48 24 24 24	997-98 1 21 34 28 33 41 35 24 42.7	5 15 29 33 36 36 29 24 42.4	1999-00 33 33 31 33 36 27 26 43.2	4 12 27 32 29 29 36 23 43.0	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1% 11.1%	2.4% 7.2% 14.0% 15.9% 17.4% 14.0% 11.6%	1999-00 2.0% 4.5% 16.6% 15.6% 16.6% 13.1%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 18.8% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 32 37 33 32 48 24 24 41.4	997-98 1 21 34 28 33 41 35 24 42.7 Dist	5 15 29 33 36 36 29 24 42.4	1999-00   4 9 33 31 33 36 27 26 43.2	4 12 27 32 29 29 36 23 43.0	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4% 10.4%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1% 11.1% Distr	2.4% 7.2% 14.0% 15.9% 17.4% 17.4% 14.0% 11.6%	1999-00  2.0% 4.5% 16.6% 15.6% 18.1% 13.6% 13.1%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 32 37 33 32 48 24 24 41.4	997-98 1 21 34 28 33 41 35 24 42.7 Diss	5 15 29 33 36 36 29 24 42.4 trict Coun	1999-00   33 33 31 33 36 27 26 43.2	4 12 27 32 29 29 36 23 43.0	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4% 10.4% 10.4%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1% 11.1% Distr 1997-98 23.3%	2.4% 7.2% 14.0% 15.9% 17.4% 14.0% 11.6%  rict Percenta 1998-99	1999-00  2.0% 4.5% 16.6% 15.6% 16.6% 13.1% 13.6% 13.1%  ages 1999-00 29.4%	2.1% 6.3% 14.1% 16.7% 15.1% 18.8% 12.0% 2000-01 31.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 32 37 33 32 48 24 24 41.4	997-98 1 21 34 28 33 41 35 24 42.7 Dist	5 15 29 33 36 36 36 29 24 42.4 trict Coun	1999-00   4 9 33 31 33 36 27 26 43.2	4 12 27 32 29 29 36 23 43.0	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4% 10.4% 122.1%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1% 11.1% Distr 1997-98 23.3% 19.9%	2.4% 7.2% 14.0% 15.9% 17.4% 14.0% 11.6%  rict Percenta 1998-99 27.5% 18.0%	1999-00  2.0% 4.5% 16.6% 15.6% 16.6% 13.1%  13.6% 13.1%  1999-00  29.4% 16.3%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 12.0% 2000-01 31.0% 13.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 32 37 33 32 48 24 24 41.4	997-98 1 21 34 28 33 41 35 24 42.7 Dist 997-98 67 57 34	1998-99 5 15 29 33 36 36 29 24 42.4 trict Coun 1998-99 81 53 31	1999-00   3 4 9 33 31 33 36 27 26 43.2 ts 1999-00   2 50 35	4 12 27 32 29 29 36 23 43.0	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4% 10.4%  1996-97  22.1% 22.1% 11.7%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1% 11.1% Distr 1997-98 23.3% 19.9% 11.8%	2.4% 7.2% 14.0% 15.9% 17.4% 17.4% 14.0% 11.6%  rict Percenta 1998-99 27.5% 18.0% 10.5%	1999-00  2.0% 4.5% 16.6% 15.6% 16.6% 13.1%  13.6% 13.1%  14%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 12.0% 2000-01 31.0% 13.4% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 32 37 33 32 48 24 24 41.4 41.4 1996-97 1 62 62 62 33 22	997-98 1 21 34 28 33 41 35 24 42.7 Dist 997-98 67 57 34 25	5 15 29 33 36 36 29 24 42.4 trict Coun 1998-99 81 53 31 28	1999-00   4 9 33 31 33 36 27 26 43.2 ts 1999-00   2 50 35 31	4 12 27 32 29 29 36 23 43.0 2000-01 95 41 49 26	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4% 10.4% 11.7% 7.8%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1% 11.1% Distr 1997-98 23.3% 19.9% 11.8% 8.7%	2.4% 7.2% 14.0% 15.9% 17.4% 14.0% 11.6%  rict Percenta 1998-99 27.5% 18.0% 10.5% 9.5%	1999-00  2.0% 4.5% 16.6% 15.6% 16.6% 13.1%  13.6% 13.1%  1999-00  29.4% 16.3% 11.4% 10.1%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 12.0% 2000-01 31.0% 13.4% 16.0% 8.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 32 37 33 32 48 24 24 41.4 41.4 1996-97 1 62 62 62 33 22 26	997-98 1 21 34 28 33 41 35 24 42.7 Dist 997-98 67 57 34 25 25	1998-99 5 15 29 33 36 36 29 24 42.4 trict Coun 1998-99 81 53 31 28 25	1999-00   33 33 31 33 36 27 26 43.2 ts 1999-00   2 50 35 31 19	4 12 27 32 29 29 36 23 43.0 2000-01 95 41 49 26 18	0.4% 13.9% 16.0% 14.3% 13.99% 20.8% 10.4% 10.4% 11.7% 7.8% 9.3%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1% 11.1% Distr 1997-98 23.3% 19.9% 11.8% 8.7% 8.7%	2.4% 7.2% 14.0% 15.9% 17.4% 14.0% 11.6%  11.6%  10.5% 9.5% 8.5%	1999-00  2.0% 4.5% 16.6% 15.6% 16.6% 13.1% 13.6% 13.1% 13.1% 13.6% 13.1% 13.1%	2.1% 6.3% 14.1% 16.7% 15.1% 18.8% 12.0% 2000-01 31.0% 13.4% 16.0% 8.5% 5.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 32 37 33 32 48 24 24 41.4 41.4 1996-97 1 62 62 62 33 22	997-98 1 21 34 28 33 41 35 24 42.7 Dist 997-98 67 57 34 25	5 15 29 33 36 36 29 24 42.4 trict Coun 1998-99 81 53 31 28	1999-00   4 9 33 31 33 36 27 26 43.2 ts 1999-00   2 50 35 31	4 12 27 32 29 29 36 23 43.0 2000-01 95 41 49 26	0.4% 13.9% 16.0% 14.3% 13.9% 20.8% 10.4% 10.4% 11.7% 7.8%	1997-98 0.5% 9.7% 15.7% 12.9% 15.2% 18.9% 16.1% 11.1% Distr 1997-98 23.3% 19.9% 11.8% 8.7%	2.4% 7.2% 14.0% 15.9% 17.4% 14.0% 11.6%  rict Percenta 1998-99 27.5% 18.0% 10.5% 9.5%	1999-00  2.0% 4.5% 16.6% 15.6% 16.6% 13.1%  13.6% 13.1%  1999-00  29.4% 16.3% 11.4% 10.1%	2.1% 6.3% 14.1% 16.7% 15.1% 15.1% 12.0% 2000-01 31.0% 13.4% 16.0% 8.5%

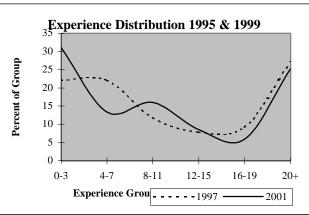
		Dis	trict Cour	nts		District Rates					
Attrition	1996-97	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	36	51	47	64	-	ľ	10.8%	15.1%	13.5%	17.9%	-
Attrition from Transfers	14	13	19	21	-		4.2%	3.9%	5.5%	5.9%	-
Attrition from Exits	22	38	28	43	-		6.6%	11.3%	8.1%	12.0%	=
Teacher Attrition	31	49	42	60	-		11.0%	17.1%	14.2%	19.6%	=
Attrition from Transfers	14	13	17	21	-		5.0%	4.5%	5.8%	6.9%	-
Attrition from Exits	17	36	25	39	-		6.0%	12.5%	8.5%	12.7%	-
District Retention											
<b>Educator Retention</b>	297	286	300	293	-		89.2%	84.9%	86.5%	82.1%	-
Teacher Retention	250	238	253	246	-		89.0%	82.9%	85.8%	80.4%	-

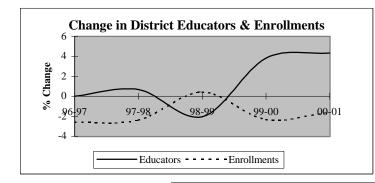
Teacher Retention	Di	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	62.0%	12.4%	25.5%
1 Year of Experience	69.7%	8.1%	22.2%
2 Years of Experience	72.2%	13.9%	13.9%
3 Years of Experience	88.0%	5.3%	6.7%
4 Years of Experience	78.3%	4.3%	17.4%
5 Years of Experience	87.5%	1.4%	11.1%

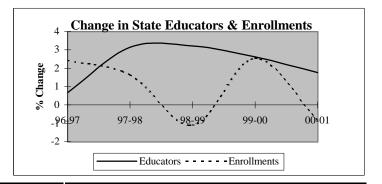
	Statewic	de Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages			Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	15.0%	20.5%	26.2%	27.9%	27.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.2%	8.9%	12.2%	10.9%	9.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.9%	0.3%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.1%	89.0%	83.0%	84.6%	83.1%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.9%	11.0%	16.1%	15.1%	16.3%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	14.9	14.4	14.8	13.9	13.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.7	17.1	17.3	16.4	15.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	2	-6	11	13	-	-	-	-	-
% Change in Educators	0.0%	0.7%	-2.0%	3.8%	4.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-117	-104	18	-99	-67	-	-	=	-	-
% Change in Enrollment:	-2.6%	-2.4%	0.4%	-2.3%	-1.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.7%	0.3%	0.3%	8.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.4%	3.8%	4.7%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.6%	11.2%	11.1%	10.7%	10.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.8%	1.8%	1.8%	1.7%	1.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	23.1%	23.1%	18.2%	14.3%	21.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.9	44.6	45.3	45.9	46.7	43.3	43.5	43.6	43.7	43.9
Average Experience	14.1	14.5	14.6	14.8	14.9	13.8	13.7	13.7	13.4	13.3
Average Salary	29,385	29,378	31,464	33,079	32,710	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.1%	2.1%	2.1%	2.1%	2.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	81.7%	81.5%	80.9%	81.9%	81.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.3%	8.8%	8.5%	8.7%	8.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.1%	na	6.3%	6.1%	6.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.5%	2.8%	1.9%	1.9%	2.6%	1.7%	1.6%	1.8%	1.8%	1.8%
•										

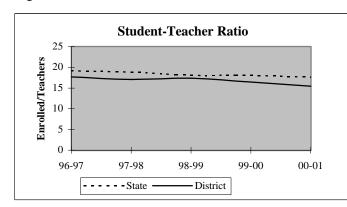
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	293	295	289	300	313		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	279	279	275	278	297		95.2%	94.6%	95.2%	92.7%	94.9%
Newly Hired	14	16	14	22	16	Ш	4.8%	5.4%	4.8%	7.3%	5.1%
Transfers In	2	1	1	2	1		14.3%	6.3%	7.1%	9.1%	6.3%
Reentrants	5	8	4	9	5		35.7%	50.0%	28.6%	40.9%	31.3%
First Time Educators	7	7	9	11	10		50.0%	43.8%	64.3%	50.0%	62.5%
Total Exiting Next Year	14	20	11	3	-	Ш	4.8%	6.8%	3.8%	1.0%	-
Transfers Out	1	0	0	0	-		7.1%	0.0%	0.0%	0.0%	=
Leave Tennessee Educ.	13	20	11	3	-		92.9%	100.0%	100.0%	100.0%	-

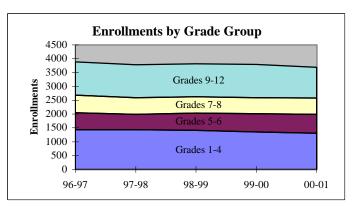
Dynamics Rates	District Rates								
District Attrition	4.8%	6.8%	3.8%	1.0%	-				
Transfers In/Out	2.00	nc	nc	nc	-				

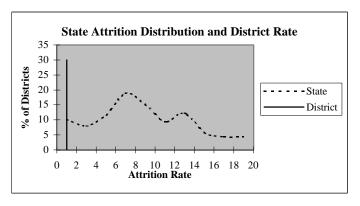
## District Report for: HARDIN COUNTY

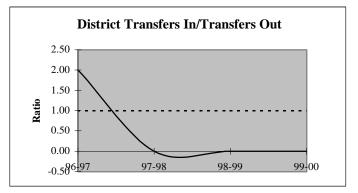
		Dist	rict Count	ts			District Percentages				
Profile by Position	1996-97	1997-98	998-99 1	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	293	295	289	300	313	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	13	13	11	14	14	4.4%	4.4%	3.8%	4.7%	4.5%	
Professional Staff	34	33	32	32	33	11.6%	11.2%	11.1%	10.7%	10.5%	
Total Teachers	246	249	246	254	266	84.0%	84.4%	85.1%	84.7%	85.0%	
Special Education	23	22	21	22	23	9.3%	8.8%	8.5%	8.7%	8.6%	
Pre-K & Kindergarten	19	21	19	19	22	7.7%	8.4%	7.7%	7.5%	8.3%	
Elementary (1-4)	89	91	92	98	101	36.2%	36.5%	37.4%	38.6%	38.0%	
Middle School (5-6)	29	29	28	30	30	11.8%	11.6%	11.4%	11.8%	11.3%	
Jr. High (7-8)	27	28	28	28	31	11.0%	11.2%	11.4%	11.0%	11.7%	
High School (9-12)	59	58	58	57	59	24.0%	23.3%	23.6%	22.4%	22.2%	
Business	1	0	0	1	0	1.7%	0.0%	0.0%	1.8%	0.0%	
Language Arts	9	10	9	9	11	15.3%	17.2%	15.5%	15.8%	18.6%	
Social Studies	7	7	7	7	7	11.9%	12.1%	12.1%	12.3%	11.9%	
Foreign Language	2	2	2	1	2	3.4%	3.4%	3.4%	1.8%	3.4%	
Mathematics	8	8	8	10	8	13.6%	13.8%	13.8%	17.5%	13.6%	
Science	7	7	6	5	7	11.9%	12.1%	10.3%	8.8%	11.9%	
Vocational Education	15	14	14	14	17	25.4%	24.1%	24.1%	24.6%	28.8%	
Other High School	10	10	12	10	7	16.9%	17.2%	20.7%	17.5%	11.9%	
Total Enrollments	4,354	4,250	4,268	4,169	4,102	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	4,354	4,250	4,268	4,169	4,102	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	381	350	353	297	305	8.8%	8.2%	8.3%	7.1%	7.4%
Grades 1-4	1,430	1,430	1,408	1,348	1,306	32.8%	33.6%	33.0%	32.3%	31.8%
Grades 5-6	616	565	630	667	685	14.1%	13.3%	14.8%	16.0%	16.7%
Grades 7-8	633	601	589	581	589	14.5%	14.1%	13.8%	13.9%	14.4%
Grades 9-12	1,210	1,184	1,190	1,195	1,110	27.8%	27.9%	27.9%	28.7%	27.1%
Ungraded	84	120	98	81	107	1.9%	2.8%	2.3%	1.9%	2.6%









District Percentages

			rict Count				Dıstr	1ct Percent	ages	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>		· ·	<u> </u>	<u></u>	<u>,                                      </u>	<u> </u>	<u> </u>	<u>.</u>	
Administrative	12	12	10	13	13	4.2%	4.3%	3.6%	4.5%	4.4%
White - Females	3	3	2	2	3	25.0%	25.0%	20.0%	15.4%	23.1%
White - Males	9	9	8	11	10	75.0%	75.0%	80.0%	84.6%	76.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	33	33	32	32	33	11.7%	11.7%	11.6%	11.2%	11.1%
White - Females	26	26	27	27	26	78.8%	78.8%	84.4%	84.4%	78.8%
White - Males	7	7	5	5	7	21.2%	21.2%	15.6%	15.6%	21.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	238	237	233	241	250	84.1%	84.0%	84.7%	84.3%	84.5%
White - Females	190	190	186	195	203	79.8%	80.2%	79.8%	80.9%	81.2%
White - Males	43	42	42	41	42	18.1%	17.7%	18.0%	17.0%	16.8%
Black - Females	5	5	5	5	5	2.1%	2.1%	2.1%	2.1%	2.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Count	S			Distr	rict Percent	ages	
Teachers by Age Group	1996-97 1	997-98 1		999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	2	1		0.5%	0.5%	1.0%	0.5%	0.5%
25-29	13	14	7	10	9	6.0%	6.5%	3.5%	4.9%	4.5%
30-34	23	20	19	16	14	10.6%	9.3%	9.4%	7.9%	7.0%
35-39	22	19	19	21	22	10.1%	8.9%	9.4%	10.3%	10.9%
40-45	54	48	42	29	23	24.9%	22.4%	20.8%	14.3%	11.4%
45-49	48	49	51	54	49	22.1%	22.9%	25.2%	26.6%	24.4%
50-54	30	34	33	37	47	13.8%	15.9%	16.3%	18.2%	23.4%
55+	26	29	29	35	36	12.0%	13.6%	14.4%	17.2%	17.9%
Average Age	43.9	44.6	45.3	45.9	46.7					
Experience Distribution		Dist	rict Count	S			Distr	rict Percent	ages	
Teachers by Experience	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	41	35	36	38	41	16.7%	14.1%	14.6%	15.0%	15.4%
4-7 Years	35	42	40	39	40	14.2%	16.9%	16.3%	15.4%	15.0%
8-11 Years	25	27	29	36	39	10.2%	10.8%	11.8%	14.2%	14.7%
12-15 Years	23	18	18	20	19	9.3%	7.2%	7.3%	7.9%	7.1%
16-19 Years	45	39	35	23	19	18.3%	15.7%	14.2%	9.1%	7.1%
20+ Years	77	88	88	98	108	31.3%	35.3%	35.8%	38.6%	40.6%
Average Experience	14.1	14.5	14.6	14.8	14.9	22.070	23.270	23.070	2 3.0,0	10.070
Tiverage Experience	17.1	1 ₹.J	17.0	1-7.0	17./					

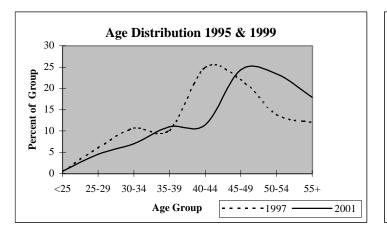
# District Report for: HARDIN COUNTY

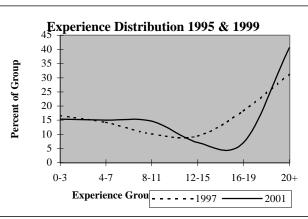
		Dis	strict Cou	nts				D	istrict Rate	S	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1	996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	14	20	11	3	-		4.8%	6.8%	3.8%	1.0%	-
Attrition from Transfers	1	0	0	0	-		0.3%	0.0%	0.0%	0.0%	-
Attrition from Exits	13	20	11	3	-		4.4%	6.8%	3.8%	1.0%	-
Teacher Attrition	12	16	10	2	-		4.9%	6.4%	4.1%	0.8%	-
Attrition from Transfers	1	0	0	0	-		0.4%	0.0%	0.0%	0.0%	-
Attrition from Exits	11	16	10	2	-		4.5%	6.4%	4.1%	0.8%	-
District Retention											
<b>Educator Retention</b>	279	275	278	297	-		95.2%	93.2%	96.2%	99.0%	-
Teacher Retention	234	233	236	252	-		95.1%	93.6%	95.9%	99.2%	-

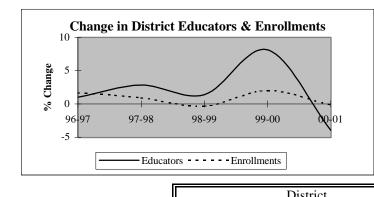
Teacher Retention	D	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	95.9%	0.0%	4.1%
1 Year of Experience	89.1%	0.0%	10.9%
2 Years of Experience	94.1%	0.0%	5.9%
3 Years of Experience	89.8%	0.0%	10.2%
4 Years of Experience	95.8%	0.0%	4.2%
5 Years of Experience	98.0%	0.0%	2.0%

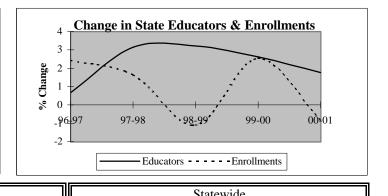
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages		Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										•
Race	7.1%	9.5%	11.1%	11.8%	13.1%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	5.7%	7.7%	6.3%	5.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.0%	0.0%	1.0%	1.3%	1.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.9%	94.9%	94.5%	91.7%	93.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.3%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.1%	5.1%	4.5%	6.7%	4.8%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									<del></del> _
Student to Educator Ratio	14.7	14.4	14.1	13.3	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.2	16.9	16.6	15.6	16.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	5	14	7	42	-22	-	-	-	-	-
% Change in Educators	1.0%	2.8%	1.4%	8.1%	-3.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	120	67	-26	147	-12	-	-	-	-	-
% Change in Enrollment:	1.7%	0.9%	-0.4%	2.0%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	0.8%	0.4%	0.4%	5.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.2%	5.1%	5.0%	4.8%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.3%	10.0%	9.7%	9.5%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.3%	1.0%	1.0%	1.1%	1.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	15.4%	19.2%	23.1%	22.2%	17.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.8	42.7	42.9	42.9	43.2	43.3	43.5	43.6	43.7	43.9
Average Experience	15.2	14.9	14.7	14.1	13.7	13.8	13.7	13.7	13.4	13.3
Average Salary	30,336	29,805	30,992	31,558	31,296	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.2%	1.0%	0.9%	1.1%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	73.8%	74.8%	75.5%	74.9%	76.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.4%	10.6%	11.6%	12.3%	11.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.2%	na	1.6%	1.4%	1.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.2%	0.5%	0.5%	1.0%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

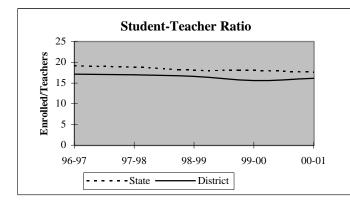
		Dis	strict Cour	nts				Distr	rict Percenta	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	496	510	517	559	537	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	458	456	465	492	489		92.3%	89.4%	89.9%	88.0%	91.1%
Newly Hired	38	54	52	67	48		7.7%	10.6%	10.1%	12.0%	8.9%
Transfers In	7	6	4	6	8		18.4%	11.1%	7.7%	9.0%	16.7%
Reentrants	13	16	21	20	16		34.2%	29.6%	40.4%	29.9%	33.3%
First Time Educators	18	32	27	41	24		47.4%	59.3%	51.9%	61.2%	50.0%
Total Exiting Next Year	40	45	25	70	-		8.1%	8.8%	4.8%	12.5%	-
Transfers Out	8	6	5	13	-		20.0%	13.3%	20.0%	18.6%	-
Leave Tennessee Educ.	32	39	20	57	-		80.0%	86.7%	80.0%	81.4%	-

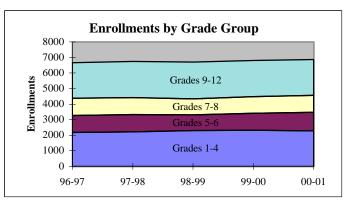
Dynamics Rates		Dis	trict Rates	S	
District Attrition	8.1%	8.8%	4.8%	12.5%	-
Transfers In/Out	0.88	1.00	0.80	0.46	-

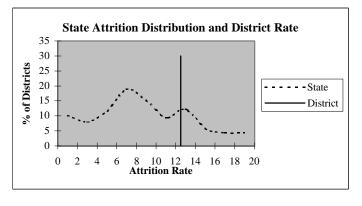
## District Report for: HAWKINS COUNTY

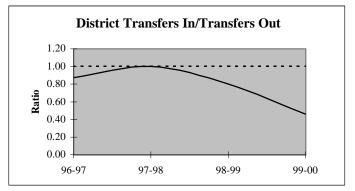
		Dis	trict Coun	ts			Distr	ict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	496	510	517	559	537	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	26	26	26	27	23	5.2%	5.1%	5.0%	4.8%	4.3%
Professional Staff	46	51	50	53	53	9.3%	10.0%	9.7%	9.5%	9.9%
Total Teachers	424	433	441	479	461	85.5%	84.9%	85.3%	85.7%	85.8%
Special Education	44	46	51	59	54	10.4%	10.6%	11.6%	12.3%	11.7%
Pre-K & Kindergarten	26	29	28	31	33	6.1%	6.7%	6.3%	6.5%	7.2%
Elementary (1-4)	150	156	165	174	171	35.4%	36.0%	37.4%	36.3%	37.1%
Middle School (5-6)	47	48	49	54	47	11.1%	11.1%	11.1%	11.3%	10.2%
Jr. High (7-8)	43	42	37	46	42	10.1%	9.7%	8.4%	9.6%	9.1%
High School (9-12)	114	112	111	115	114	26.9%	25.9%	25.2%	24.0%	24.7%
Business	6	8	7	9	5	5.3%	7.1%	6.3%	7.8%	4.4%
Language Arts	17	14	14	14	15	14.9%	12.5%	12.6%	12.2%	13.2%
Social Studies	12	15	16	16	17	10.5%	13.4%	14.4%	13.9%	14.9%
Foreign Language	4	6	6	6	5	3.5%	5.4%	5.4%	5.2%	4.4%
Mathematics	11	13	12	18	15	9.6%	11.6%	10.8%	15.7%	13.2%
Science	12	11	12	12	13	10.5%	9.8%	10.8%	10.4%	11.4%
Vocational Education	22	22	22	20	22	19.3%	19.6%	19.8%	17.4%	19.3%
Other High School	30	23	22	20	22	26.3%	20.5%	19.8%	17.4%	19.3%
Total Enrollments	7,272	7,339	7,313	7,460	7,448	100.0%	100.0%	100.0%	100.0%	100.0%
D., V 0 V	557	552	5.61	576	522	7.70/	7.50/	7.70/	7.70/	7.00

Total Enrollments	7,272	7,339	7,313	7,460	7,448	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	557	553	561	576	522	7.7%	7.5%	7.7%	7.7%	7.0%
Grades 1-4	2,182	2,230	2,300	2,323	2,293	30.0%	30.4%	31.5%	31.1%	30.8%
Grades 5-6	1,092	1,096	1,001	1,101	1,192	15.0%	14.9%	13.7%	14.8%	16.0%
Grades 7-8	1,108	1,099	1,038	1,067	1,084	15.2%	15.0%	14.2%	14.3%	14.6%
Grades 9-12	2,279	2,325	2,365	2,320	2,294	31.3%	31.7%	32.3%	31.1%	30.8%
Ungraded	54	36	48	73	63	0.7%	0.5%	0.7%	1.0%	0.8%









		Dist	rict Coun	ts			Distr	rict Percenta	ages	
Profile by	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u>  </u>				
Administrative	26	26	26	27	23	5.4%	5.3%	5.3%	5.1%	4.5%
White - Females	4	5	6	6	4	15.4%	19.2%	23.1%	22.2%	17.4%
White - Males	22	21	20	21	19	84.6%	80.8%	76.9%	77.8%	82.6%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	44	49	45	48	50	9.2%	10.0%	9.1%	9.0%	9.7%
White - Females	32	38	34	37	38	72.7%	77.6%	75.6%	77.1%	76.0%
White - Males	11	10	10	10	10	25.0%	20.4%	22.2%	20.8%	20.0%
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	2.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.3%	2.0%	2.2%	2.1%	2.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	409	416	422	457	440	85.4%	84.7%	85.6%	85.9%	85.8%
White - Females	300	309	316	341	336	73.3%	74.3%	74.9%	74.6%	76.4%
White - Males	104	103	102	111	101	25.4%	24.8%	24.2%	24.3%	23.0%
Black - Females	3	3	3	3	1	0.7%	0.7%	0.7%	0.7%	0.2%
Black - Males	1	0	1	1	0	0.2%	0.0%	0.2%	0.2%	0.0%
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.2%	0.2%
Other - Males	1	1	0	0	1	0.2%	0.2%	0.0%	0.0%	0.2%
Age Distribution		Dist	rict Coun	ts			Distr	rict Percenta	ages	
Teachers by Age Group	1996-97 1			1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	6	5	6	5	2	1.5%	1.2%	1.5%	1.2%	0.5%
25-29	54	61	63	62	39	13.4%	15.1%	15.4%	14.7%	10.0%
30-34	36	38	41	52	63	8.9%	9.4%	10.0%	12.4%	16.2%
35-39	47	51	49	41	42	11.7%	12.6%	12.0%	9.7%	10.8%
40-45	68	55	49	57	53	16.9%	13.6%	12.0%	13.5%	13.6%
45-49	81	75	74	69	65	20.1%	18.5%	18.1%	16.4%	16.7%
50-54	59	65	68	77	76	14.6%	16.0%	16.7%	18.3%	19.5%
55+	52	55	58	58	50	12.9%	13.6%	14.2%	13.8%	12.8%
Average Age	42.8	42.7	42.9	42.9	43.2					
Average Age	72.0	72.7	72.7	72.7	73.2					
Experience Distribution		Dist	rict Coun	ts			Distr	ict Percenta	ages	
Teachers by Experience	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	79	78	80	104	103	18.6%	18.0%	18.1%	21.7%	22.3%
4-7 Years	51	68	75	84	80	12.0%	15.7%	17.0%	17.5%	17.4%
8-11 Years	35	36	37	41	46	8.3%	8.3%	8.4%	8.6%	10.0%
12-15 Years	41	39	40	32	37	9.7%	9.0%	9.1%	6.7%	8.0%
16-19 Years	64	50	42	42	36	15.1%	11.5%	9.5%	8.8%	7.8%
20+ Years	154	162	167	176	159	36.3%	37.4%	37.9%	36.7%	34.5%
201 Tours										

Average Experience

14.1

13.7

14.7

14.9

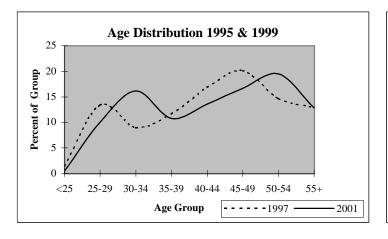
15.2

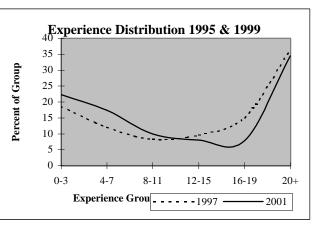
		District Counts					District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	40	45	25	70	-		8.1%	8.8%	4.8%	12.5%	-
Attrition from Transfers	8	6	5	13	-		1.6%	1.2%	1.0%	2.3%	-
Attrition from Exits	32	39	20	57	-		6.5%	7.6%	3.9%	10.2%	=
Teacher Attrition	33	37	24	58	-		7.8%	8.5%	5.4%	12.1%	=
Attrition from Transfers	8	4	5	11	-		1.9%	0.9%	1.1%	2.3%	-
Attrition from Exits	25	33	19	47	-		5.9%	7.6%	4.3%	9.8%	-
District Retention											
<b>Educator Retention</b>	456	465	492	489	-		91.9%	91.2%	95.2%	87.5%	-
Teacher Retention	391	396	417	421	-		92.2%	91.5%	94.6%	87.9%	-

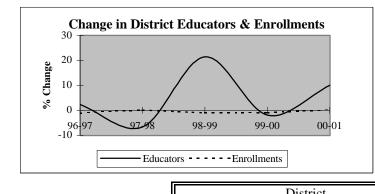
Teacher Retention	Di	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	76.6%	7.8%	15.6%				
1 Year of Experience	84.5%	6.2%	9.3%				
2 Years of Experience	86.1%	4.0%	9.9%				
3 Years of Experience	91.7%	3.1%	5.2%				
4 Years of Experience	91.5%	3.2%	5.3%				
5 Years of Experience	96.7%	0.0%	3.3%				

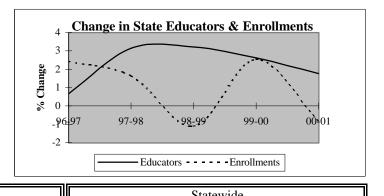
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statev	ide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.3%	12.2%	17.5%	20.2%	19.9%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.0%	7.7%	11.5%	10.5%	10.1%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.4%	0.4%	1.4%	0.7%	2.8%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.3%	89.8%	89.2%	88.0%	89.4%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.2%	0.2%	0.4%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.3%	9.8%	9.3%	11.1%	7.4%		8.6%	9.3%	9.4%	11.0%	10.3%









	District					<u>Statewide</u>					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	'S										
Student to Educator Ratio	14.6	15.6	12.7	12.8	11.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	16.4	17.7	14.4	14.6	14.0	19.2	18.8	18.1	18.0	17.6	
Change in Educators	1	-3	9	-1	5	-	-	-	-	-	
% Change in Educators	2.3%	-6.7%	21.4%	-2.0%	10.0%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-8	0	-7	-6	1	-	-	-	-	-	
% Change in Enrollment:	-1.2%	0.0%	-1.1%	-0.9%	0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	2.2%	2.4%	2.0%	0.0%	18.2%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.4%	4.8%	3.9%	4.0%	3.6%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	6.7%	7.1%	7.8%	8.0%	12.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	50.0%	50.0%	50.0%	50.0%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	39.5	39.9	40.0	40.1	39.9	43.3	43.5	43.6	43.7	43.9	
Average Experience	10.8	11.3	10.5	10.9	10.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,981	30,828	31,957	34,292	31,347	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	87.5%	86.5%	86.7%	88.6%	89.1%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.5%	10.8%	13.3%	13.6%	10.9%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	3.9%	na	0.0%	7.0%	5.8%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.5%	2.0%	0.0%	1.9%	1.4%	1.7%	1.6%	1.8%	1.8%	1.8%	

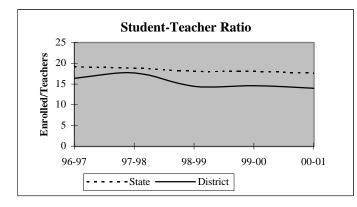
		District Counts						District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	45	42	51	50	55		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	38	37	42	48	47		84.4%	88.1%	82.4%	96.0%	85.5%	
Newly Hired	7	5	9	2	8		15.6%	11.9%	17.6%	4.0%	14.5%	
Transfers In	1	0	2	0	0		14.3%	0.0%	22.2%	0.0%	0.0%	
Reentrants	2	1	4	0	4		28.6%	20.0%	44.4%	0.0%	50.0%	
First Time Educators	4	4	3	2	4		57.1%	80.0%	33.3%	100.0%	50.0%	
Total Exiting Next Year	8	0	3	3	-		17.8%	0.0%	5.9%	6.0%	-	
Transfers Out	1	0	1	2	=		12.5%	0.0%	33.3%	66.7%	=.	
Leave Tennessee Educ.	7	0	2	1	-		87.5%	0.0%	66.7%	33.3%	-	

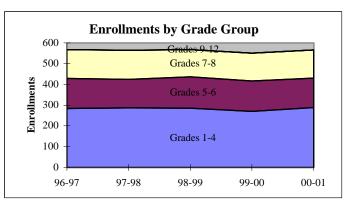
Dynamics Rates	District Rates							
District Attrition	17.8%	0.0%	5.9%	6.0%	-			
Transfers In/Out	1.00	nc	2.00	0.00	-			

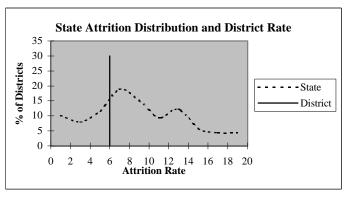
## District Report for: ROGERSVILLE

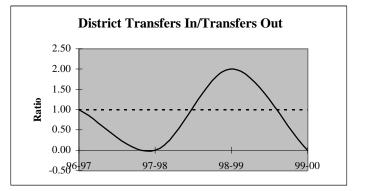
		Dis	strict Cour	nts			Distr	ict Percent	ages	es	
Profile by Position	1996-97 19	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	45	42	51	50	55	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	2	2	2	2	2	4.4%	4.8%	3.9%	4.0%	3.6%	
Professional Staff	3	3	4	4	7	6.7%	7.1%	7.8%	8.0%	12.7%	
Total Teachers	40	37	45	44	46	88.9%	88.1%	88.2%	88.0%	83.6%	
Special Education	3	4	6	6	5	7.5%	10.8%	13.3%	13.6%	10.9%	
Pre-K & Kindergarten	4	3	4	4	5	10.0%	8.1%	8.9%	9.1%	10.9%	
Elementary (1-4)	19	19	23	21	23	47.5%	51.4%	51.1%	47.7%	50.0%	
Middle School (5-6)	7	5	6	7	7	17.5%	13.5%	13.3%	15.9%	15.2%	
Jr. High (7-8)	7	6	6	6	6	17.5%	16.2%	13.3%	13.6%	13.0%	
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Enrollments	655	655	648	642	643	100.0%	100.0%	100.0%	100.0%	100.09	
D., V 0 V	02	70	71	70	60	12.50/	11.00/	11 00/	10.20/	10.60	

Total Enrollments	655	655	648	642	643	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	82	78	71	79	68	12.5%	11.9%	11.0%	12.3%	10.6%
Grades 1-4	284	287	286	270	289	43.4%	43.8%	44.1%	42.1%	44.9%
Grades 5-6	145	137	151	146	141	22.1%	20.9%	23.3%	22.7%	21.9%
Grades 7-8	139	140	131	135	136	21.2%	21.4%	20.2%	21.0%	21.2%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	5	13	9	12	9	0.8%	2.0%	1.4%	1.9%	1.4%









**District Counts** 

District Percentages

Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender		<u> </u>		·	<u></u>	<u> </u>	<del></del>	·	<u>.</u>	
Administrative	2	2	2	2	2	4.4%	4.8%	3.9%	4.0%	3.7%
White - Females	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
White - Males	1	1	1	1	1	50.0%	50.0%	50.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	3	3	4	4	7	6.7%	7.1%	7.8%	8.0%	13.0%
White - Females	2	2	3	3	6	66.7%	66.7%	75.0%	75.0%	85.7%
White - Males	1	1	1	1	1	33.3%	33.3%	25.0%	25.0%	14.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	40	37	45	44	45	88.9%	88.1%	88.2%	88.0%	83.3%
White - Females	35	32	39	39	40	87.5%	86.5%	86.7%	88.6%	88.9%
White - Males	5	5	6	5	5	12.5%	13.5%	13.3%	11.4%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A Distribution		D.	-4-:				D'-	D		1
Age Distribution	1006.07		strict Cou		2000 01	1006.07		rict Percent		2000 01
Teachers by Age Group	1996-97		1998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	1997-98 1	1998-99	1999-00	1	2.5%	1997-98	1998-99	1999-00	2.4%
Teachers by Age Group Up to 24 25-29	1 6	1997-98 1 4	1998-99 1 5	1999-00 1 4	1 3	2.5% 15.0%	1997-98 2.9% 11.4%	1998-99 2.4% 12.2%	1999-00 2.4% 9.8%	2.4% 7.1%
Teachers by Age Group Up to 24 25-29 30-34	1 6 7	1997-98 1 4 6	1998-99 1 5 7	1999-00 1 4 8	1 3 12	2.5% 15.0% 17.5%	2.9% 11.4% 17.1%	1998-99 2.4% 12.2% 17.1%	1999-00 2.4% 9.8% 19.5%	2.4% 7.1% 28.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 6 7 7	1997-98 1 4 6 6	1998-99 1 5 7 6	1999-00 1 4 8 6	1 3 12 6	2.5% 15.0% 17.5% 17.5%	2.9% 11.4% 17.1% 17.1%	1998-99 2.4% 12.2% 17.1% 14.6%	1999-00 2.4% 9.8% 19.5% 14.6%	2.4% 7.1% 28.6% 14.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 6 7 7 6	1997-98 1 4 6 6 7	1998-99 1 5 7 6 8	1999-00 1 4 8 6 7	1 3 12 6 5	2.5% 15.0% 17.5% 17.5% 15.0%	2.9% 11.4% 17.1% 17.1% 20.0%	1998-99 2.4% 12.2% 17.1% 14.6% 19.5%	1999-00 2.4% 9.8% 19.5% 14.6% 17.1%	2.4% 7.1% 28.6% 14.3% 11.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 6 7 7 6 7	1997-98 1 4 6 6 7 7	1998-99 1 5 7 6 8 7	1999-00 1 4 8 6 7 7	1 3 12 6 5 7	2.5% 15.0% 17.5% 17.5% 15.0% 17.5%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0%	2.4% 12.2% 17.1% 14.6% 19.5% 17.1%	2.4% 9.8% 19.5% 14.6% 17.1%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 6 7 7 6 7 4	1997-98 1 4 6 6 7 7 2	1998-99 1 5 7 6 8 7 4	1999-00 1 4 8 6 7 7 6	1 3 12 6 5 7	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0% 5.7%	1998-99 2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8%	2.4% 9.8% 19.5% 14.6% 17.1% 17.1%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 6 7 7 6 7	1997-98 1 4 6 6 7 7	1998-99 1 5 7 6 8 7	1999-00 1 4 8 6 7 7	1 3 12 6 5 7	2.5% 15.0% 17.5% 17.5% 15.0% 17.5%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0%	2.4% 12.2% 17.1% 14.6% 19.5% 17.1%	2.4% 9.8% 19.5% 14.6% 17.1%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 6 7 7 6 7 4	1997-98 1 4 6 6 7 7 2	1998-99 1 5 7 6 8 7 4	1999-00 1 4 8 6 7 7 6	1 3 12 6 5 7	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0% 5.7%	1998-99 2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8%	2.4% 9.8% 19.5% 14.6% 17.1% 17.1%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 6 7 7 6 7 4 2	1997-98 1 4 6 6 7 7 2 2	1998-99 1 5 7 6 8 7 4 3	1999-00 1 4 8 6 7 7 6 2	1 3 12 6 5 7 7	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0% 5.7%	1998-99 2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8%	2.4% 9.8% 19.5% 14.6% 17.1% 17.1%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 6 7 7 6 7 4 2	1997-98 1 4 6 6 7 7 2 2	1998-99 1 5 7 6 8 7 4 3	1999-00 1 4 8 6 7 7 6 2	1 3 12 6 5 7 7	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0% 5.7%	1998-99 2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8%	2.4% 9.8% 19.5% 14.6% 17.1% 17.1%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 6 7 7 6 7 4 2	1997-98 1 4 6 6 7 7 2 2 2 39.9	1998-99 1 5 7 6 8 7 4 3	1999-00 1 4 8 6 7 7 6 2 40.1	1 3 12 6 5 7 7	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0% 5.7% 5.7%	1998-99 2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8%	2.4% 9.8% 19.5% 14.6% 17.1% 14.6% 4.9%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 6 7 7 6 7 4 2	1997-98 1 4 6 6 7 7 2 2 2 39.9	1998-99 1 5 7 6 8 7 4 3 40.0	1999-00 1 4 8 6 7 7 6 2 40.1	1 3 12 6 5 7 7 1 39.9	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0% 5.7% 5.7%	1998-99 2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8% 7.3%	2.4% 9.8% 19.5% 14.6% 17.1% 14.6% 4.9%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 6 7 7 6 7 4 2 39.5	1997-98 1 4 6 6 7 7 2 2 2 39.9	1998-99 1 5 7 6 8 7 4 3 40.0	1999-00 1 4 8 6 7 7 6 2 40.1	1 3 12 6 5 7 7 1 39.9	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0% 5.0%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0% 5.7% 5.7%	1998-99 2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8% 7.3%	1999-00 2.4% 9.8% 19.5% 14.6% 17.1% 14.6% 4.9%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7% 2.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 6 7 7 6 7 4 2 39.5	1997-98 1 4 6 6 7 7 2 2 39.9 Dis	1998-99 1 5 7 6 8 7 4 3 40.0	1999-00 1 4 8 6 7 7 6 2 40.1	1 3 12 6 5 7 7 1 39.9	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0% 5.0%	1997-98 2.9% 11.4% 17.1% 20.0% 20.0% 5.7% 5.7%	1998-99  2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8% 7.3%	1999-00  2.4% 9.8% 19.5% 14.6% 17.1% 14.6% 4.9%  ages 1999-00	2.4% 7.1% 28.6% 14.3% 11.9% 16.7% 2.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 6 7 7 6 7 4 2 39.5	1997-98 1 4 6 6 7 7 2 2 39.9 Dis	1998-99 1 5 7 6 8 7 4 3 40.0 strict Cou 1998-99	1999-00 1 4 8 6 7 7 6 2 40.1	1 3 12 6 5 7 7 1 39.9	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0% 5.0%	1997-98 2.9% 11.4% 17.1% 20.0% 20.0% 5.7% 5.7% Distr 1997-98 27.0%	1998-99  2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8% 7.3%  rict Percent 1998-99 28.9%	1999-00  2.4% 9.8% 19.5% 14.6% 17.1% 14.6% 4.9%  ages  1999-00  22.7%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7% 2.4% 2.000-01 23.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 6 7 7 6 7 4 2 39.5	1997-98 1 4 6 6 7 7 2 2 39.9 Dis 1997-98	1998-99 1 5 7 6 8 7 4 3 40.0 strict Cou 1998-99 13 9	1999-00 1 4 8 6 7 7 6 2 40.1 nts 1999-00 9	1 3 12 6 5 7 7 1 39.9	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0% 5.0%	1997-98 2.9% 11.4% 17.1% 17.1% 20.0% 5.7% 5.7%  Distr 1997-98 27.0% 16.2%	1998-99  2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8% 7.3%  rict Percent 1998-99  28.9% 20.0%	1999-00  2.4% 9.8% 19.5% 14.6% 17.1% 14.6% 4.9%  ages  1999-00  22.7% 20.5%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7% 2.4%  2000-01 23.9% 19.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 6 7 7 6 7 4 2 39.5	1997-98 1 4 6 6 7 7 2 2 39.9 Dis 1997-98	1998-99 1 5 7 6 8 7 4 3 40.0 strict Cour 1998-99 13 9 6	1999-00 1 4 8 6 7 7 6 2 40.1 1999-00 9 7	1 3 12 6 5 7 7 1 39.9 2000-01	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0% 5.0%	2.9% 11.4% 17.1% 17.1% 20.0% 20.0% 5.7% 5.7%  Distr 1997-98  27.0% 16.2% 13.5%	1998-99  2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8% 7.3%  rict Percent 1998-99  28.9% 20.0% 13.3%	1999-00  2.4% 9.8% 19.5% 14.6% 17.1% 14.6% 4.9%  ages 1999-00 22.7% 20.5% 15.9%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7% 2.4%  2000-01 23.9% 19.6% 17.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 6 7 7 6 7 4 2 39.5	1997-98 1 4 6 6 7 7 2 2 39.9 Dis 1997-98 10 6 5 3	1998-99 1 5 7 6 8 7 4 3 40.0 strict Cou 1998-99 13 9 6 3	1999-00 1 4 8 6 7 7 6 2 40.1 1999-00 9 7 4	1 3 12 6 5 7 7 1 39.9 2000-01 11 9 8 5	2.5% 15.0% 17.5% 17.5% 15.0% 17.5% 10.0% 5.0%	1997-98 2.9% 11.4% 17.1% 20.0% 20.0% 5.7% 5.7%  Distr 1997-98 27.0% 16.2% 13.5% 8.1%	1998-99  2.4% 12.2% 17.1% 14.6% 19.5% 17.1% 9.8% 7.3%  rict Percent 1998-99  28.9% 20.0% 13.3% 6.7%	1999-00  2.4% 9.8% 19.5% 14.6% 17.1% 14.6% 4.9%  ages 1999-00  22.7% 20.5% 15.9% 9.1%	2.4% 7.1% 28.6% 14.3% 11.9% 16.7% 16.7% 2.4%  2000-01 23.9% 19.6% 17.4% 10.9%

Average Experience

10.8

11.3

10.9

10.9

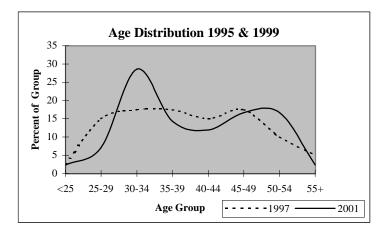
10.5

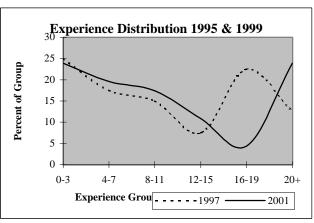
		Distr	rict Counts			District Rates				
Attrition	1996-97 1	997-98 1	998-99 19	99-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	8	0	3	3	-	17.8%	0.0%	5.9%	6.0%	-
Attrition from Transfers	1	0	1	2	-	2.2%	0.0%	2.0%	4.0%	-
Attrition from Exits	7	0	2	1	-	15.6%	0.0%	3.9%	2.0%	-
Teacher Attrition	7	0	2	3	-	17.5%	0.0%	4.4%	6.8%	-
Attrition from Transfers	1	0	1	2	-	2.5%	0.0%	2.2%	4.5%	-
Attrition from Exits	6	0	1	1	-	15.0%	0.0%	2.2%	2.3%	-
District Retention										
<b>Educator Retention</b>	37	42	48	47	-	82.2%	100.0%	94.1%	94.0%	-
Teacher Retention	33	37	43	41	-	82.5%	100.0%	95.6%	93.2%	-

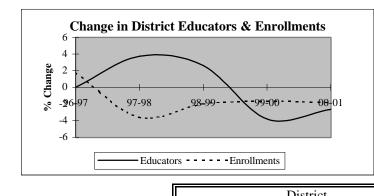
Teacher Retention	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition			
New Entrants	78.6%	7.1%	14.3%			
1 Year of Experience	82.4%	11.8%	5.9%			
2 Years of Experience	71.4%	14.3%	14.3%			
3 Years of Experience	100.0%	0.0%	0.0%			
4 Years of Experience	90.9%	0.0%	9.1%			
5 Years of Experience	90.0%	10.0%	0.0%			

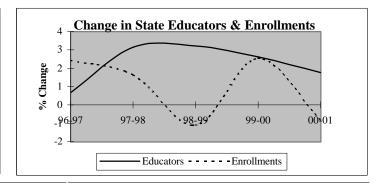
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	5.9%	14.5%	20.4%	21.2%	19.0%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	5.9%	14.5%	20.4%	21.2%	17.2%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	0.0%	2.4%	2.0%	2.0%	1.8%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	86.7%	85.7%	82.4%	94.0%	83.6%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	2.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	13.3%	11.9%	13.7%	4.0%	14.5%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	14.2	13.2	12.6	12.9	13.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.6	15.4	14.9	15.1	15.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	11	8	-12	-8	-	-	-	-	-
% Change in Educators	0.0%	3.7%	2.6%	-3.8%	-2.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	73	-152	-81	-67	-72	-	-	-	-	-
% Change in Enrollments	1.8%	-3.6%	-2.0%	-1.7%	-1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.7%	0.0%	0.0%	0.0%	10.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.4%	4.6%	5.4%	5.0%	6.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.2%	9.5%	10.2%	9.9%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	21.3%	20.2%	21.7%	20.4%	20.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	31.3%	21.4%	17.6%	20.0%	29.4%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	56.3%	57.1%	58.8%	60.0%	61.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.9	44.2	44.8	44.9	44.9	43.3	43.5	43.6	43.7	43.9
Average Experience	13.1	12.7	12.6	12.6	12.6	13.8	13.7	13.7	13.4	13.3
Average Salary	29,104	29,344	31,144	32,645	32,346	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	21.0%	19.7%	21.5%	20.2%	19.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	82.9%	82.9%	81.1%	81.3%	82.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.7%	9.5%	10.6%	9.7%	10.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	65.6%	na	66.2%	67.6%	68.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	3.4%	2.7%	1.7%	3.7%	3.4%	1.7%	1.6%	1.8%	1.8%	1.8%
•										

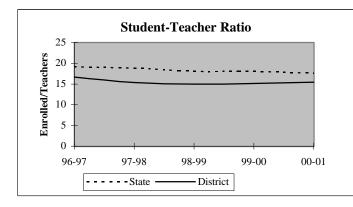
ĺ		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	295	306	314	302	294		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	265	264	270	257	250		89.8%	86.3%	86.0%	85.1%	85.0%
Newly Hired	30	42	44	45	44	I	10.2%	13.7%	14.0%	14.9%	15.0%
Transfers In	2	6	6	6	10		6.7%	14.3%	13.6%	13.3%	22.7%
Reentrants	5	8	8	13	12		16.7%	19.0%	18.2%	28.9%	27.3%
First Time Educators	23	28	30	26	22		76.7%	66.7%	68.2%	57.8%	50.0%
Total Exiting Next Year	31	36	57	52	-		10.5%	11.8%	18.2%	17.2%	-
Transfers Out	10	13	12	13	-		32.3%	36.1%	21.1%	25.0%	-
Leave Tennessee Educ.	21	23	45	39	_		67.7%	63.9%	78.9%	75.0%	_

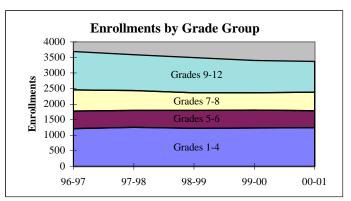
Dynamics Rates	District Rates								
District Attrition	10.5%	11.8%	18.2%	17.2%	-				
Transfers In/Out	0.20	0.46	0.50	0.46	-				

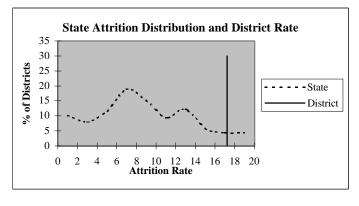
## District Report for: HAYWOOD COUNTY

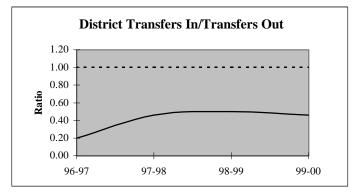
		Dis	strict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	295	306	314	302	294	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	16	14	17	15	18	5.4%	4.6%	5.4%	5.0%	6.1%	
Professional Staff	27	29	32	30	28	9.2%	9.5%	10.2%	9.9%	9.5%	
Total Teachers	252	263	265	257	248	85.4%	85.9%	84.4%	85.1%	84.4%	
Special Education	22	25	28	25	25	8.7%	9.5%	10.6%	9.7%	10.1%	
Pre-K & Kindergarten	18	22	19	25	25	7.1%	8.4%	7.2%	9.7%	10.1%	
Elementary (1-4)	88	90	91	92	92	34.9%	34.2%	34.3%	35.8%	37.1%	
Middle School (5-6)	28	29	31	29	26	11.1%	11.0%	11.7%	11.3%	10.5%	
Jr. High (7-8)	38	38	37	32	30	15.1%	14.4%	14.0%	12.5%	12.1%	
High School (9-12)	58	59	59	54	50	23.0%	22.4%	22.3%	21.0%	20.2%	
Business	2	2	2	2	2	3.4%	3.4%	3.4%	3.7%	4.0%	
Language Arts	9	10	10	10	9	15.5%	16.9%	16.9%	18.5%	18.0%	
Social Studies	6	6	6	5	6	10.3%	10.2%	10.2%	9.3%	12.0%	
Foreign Language	1	1	1	1	2	1.7%	1.7%	1.7%	1.9%	4.0%	
Mathematics	8	9	9	8	9	13.8%	15.3%	15.3%	14.8%	18.0%	
Science	5	6	7	7	6	8.6%	10.2%	11.9%	13.0%	12.0%	
Vocational Education	13	14	11	12	9	22.4%	23.7%	18.6%	22.2%	18.0%	
Other High School	14	11	13	9	7	24.1%	18.6%	22.0%	16.7%	14.0%	
Total Enrollments	4,191	4,039	3,958	3,891	3,819	100.0%	100.0%	100.0%	100.0%	100.0%	
Dro V & V	368	229	222	247	212	0 00/	Q 10/	Q 10/	Q 00/	Q 20/	

Total Enrollments	4,191	4,039	3,958	3,891	3,819	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	368	338	333	347	312	8.8%	8.4%	8.4%	8.9%	8.2%
Grades 1-4	1,217	1,251	1,226	1,234	1,247	29.0%	31.0%	31.0%	31.7%	32.7%
Grades 5-6	566	546	577	575	547	13.5%	13.5%	14.6%	14.8%	14.3%
Grades 7-8	673	641	565	555	589	16.1%	15.9%	14.3%	14.3%	15.4%
Grades 9-12	1,239	1,152	1,132	1,037	993	29.6%	28.5%	28.6%	26.7%	26.0%
Ungraded	128	111	125	143	131	3.1%	2.7%	3.2%	3.7%	3.4%









District Percentages

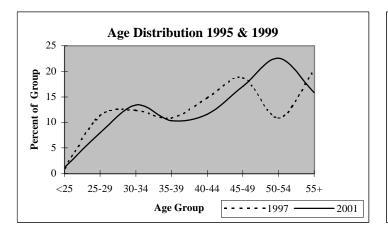
		D13t	net Coun	.13			Disti	ict Percenta	iges	
Profile by	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	16	14	17	15	17	5.7%	4.9%	5.9%	5.4%	6.1%
White - Females	5	5	7	6	5	31.3%	35.7%	41.2%	40.0%	29.4%
White - Males	6	6	7	6	7	37.5%	42.9%	41.2%	40.0%	41.2%
Black - Females	4	3	3	3	5	25.0%	21.4%	17.6%	20.0%	29.4%
Black - Males	1	0	0	0	0	6.3%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	24	26	27	25	8.2%	8.4%	9.0%	9.6%	9.0%
White - Females	12	12	13	15	15	52.2%	50.0%	50.0%	55.6%	60.0%
White - Males	7	6	6	6	5	30.4%	25.0%	23.1%	22.2%	20.0%
Black - Females	4	6	7	6	5	17.4%	25.0%	26.9%	22.2%	20.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	243	249	247	238	236	86.2%	86.8%	85.2%	85.0%	84.9%
White - Females	159	166	162	158	159	65.4%	66.7%	65.6%	66.4%	67.4%
White - Males	33	34	32	32	31	13.6%	13.7%	13.0%	13.4%	13.1%
Black - Females	46	43	44	42	41	18.9%	17.3%	17.8%	17.6%	17.4%
Black - Males	5	5	8	6	5	2.1%	2.0%	3.2%	2.5%	2.1%
Other - Females	0	1	1	0	0	0.0%	0.4%	0.4%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution			rict Coun			District Percentages				
Teachers by Age Group	1996-97	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
TT 4 04						1 00/	1.0%	2.20/	2.20/	1.2%
Up to 24	2	2	4	4	2	1.0%	1.0%	2.2%	2.3%	
Up to 24 25-29	2 23	2 17	4 10	4 10	2 13	11.3%	8.6%	5.4%	2.3% 5.8%	7.9%
_										
25-29	23	17	10	10	13	11.3%	8.6%	5.4%	5.8%	7.9%
25-29 30-34	23 25	17 27	10 22	10 23	13 22	11.3% 12.3%	8.6% 13.6%	5.4% 11.9%	5.8% 13.4%	7.9% 13.4%
25-29 30-34 35-39	23 25 22	17 27 23	10 22 24	10 23 20	13 22 17	11.3% 12.3% 10.8%	8.6% 13.6% 11.6%	5.4% 11.9% 13.0%	5.8% 13.4% 11.6%	7.9% 13.4% 10.4%
25-29 30-34 35-39 40-45	23 25 22 30	17 27 23 27	10 22 24 22	10 23 20 19	13 22 17 19	11.3% 12.3% 10.8% 14.8%	8.6% 13.6% 11.6% 13.6%	5.4% 11.9% 13.0% 11.9%	5.8% 13.4% 11.6% 11.0%	7.9% 13.4% 10.4% 11.6%
25-29 30-34 35-39 40-45 45-49	23 25 22 30 38	17 27 23 27 38	10 22 24 22 31	10 23 20 19 31	13 22 17 19 28	11.3% 12.3% 10.8% 14.8% 18.7%	8.6% 13.6% 11.6% 13.6% 19.2%	5.4% 11.9% 13.0% 11.9% 16.8%	5.8% 13.4% 11.6% 11.0% 18.0%	7.9% 13.4% 10.4% 11.6% 17.1%
25-29 30-34 35-39 40-45 45-49 50-54 55+	23 25 22 30 38 22 41	17 27 23 27 38 27 37	10 22 24 22 31 38 34	10 23 20 19 31 35 30	13 22 17 19 28 37 26	11.3% 12.3% 10.8% 14.8% 18.7% 10.8%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6%
25-29 30-34 35-39 40-45 45-49 50-54	23 25 22 30 38 22	17 27 23 27 38 27	10 22 24 22 31 38	10 23 20 19 31 35	13 22 17 19 28 37	11.3% 12.3% 10.8% 14.8% 18.7% 10.8%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6%
25-29 30-34 35-39 40-45 45-49 50-54 55+	23 25 22 30 38 22 41	17 27 23 27 38 27 37	10 22 24 22 31 38 34	10 23 20 19 31 35 30	13 22 17 19 28 37 26	11.3% 12.3% 10.8% 14.8% 18.7% 10.8%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6%
25-29 30-34 35-39 40-45 45-49 50-54 55+	23 25 22 30 38 22 41	17 27 23 27 38 27 37 44.2	10 22 24 22 31 38 34	10 23 20 19 31 35 30 44.9	13 22 17 19 28 37 26	11.3% 12.3% 10.8% 14.8% 18.7% 10.8% 20.2%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6% 18.7%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3% 17.4%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	23 25 22 30 38 22 41	17 27 23 27 38 27 37 44.2	10 22 24 22 31 38 34 44.8	10 23 20 19 31 35 30 44.9	13 22 17 19 28 37 26 44.9	11.3% 12.3% 10.8% 14.8% 18.7% 10.8% 20.2%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6% 18.7%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5% 18.4%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3% 17.4%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	23 25 22 30 38 22 41 43.9	17 27 23 27 38 27 37 44.2 Distr	10 22 24 22 31 38 34 44.8	10 23 20 19 31 35 30 44.9	13 22 17 19 28 37 26 44.9	11.3% 12.3% 10.8% 14.8% 18.7% 10.8% 20.2%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6% 18.7%  Distr	5.4% 11.9% 13.0% 11.9% 16.8% 20.5% 18.4%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3% 17.4%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6% 15.9%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	23 25 22 30 38 22 41 43.9	17 27 23 27 38 27 37 44.2 Distri	10 22 24 22 31 38 34 44.8	10 23 20 19 31 35 30 44.9	13 22 17 19 28 37 26 44.9	11.3% 12.3% 10.8% 14.8% 18.7% 10.8% 20.2%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6% 18.7%  Distr 1997-98	5.4% 11.9% 13.0% 11.9% 16.8% 20.5% 18.4%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3% 17.4%  ages 1999-00 29.6%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6% 15.9% 2000-01 29.8%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	23 25 22 30 38 22 41 43.9	17 27 23 27 38 27 37 44.2 Distr 997-98 1 73 52	10 22 24 22 31 38 34 44.8 rict Coun 998-99	10 23 20 19 31 35 30 44.9 ts 1999-00 2	13 22 17 19 28 37 26 44.9	11.3% 12.3% 10.8% 14.8% 18.7% 10.8% 20.2% 1996-97	8.6% 13.6% 11.6% 13.6% 19.2% 13.6% 18.7%  Distr 1997-98 27.8% 19.8%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5% 18.4%  ict Percenta 1998-99 26.4% 20.0%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3% 17.4%  ages 1999-00 29.6% 16.7%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6% 15.9%  2000-01 29.8% 16.1%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	23 25 22 30 38 22 41 43.9 1996-97 1 72 40 18	17 27 23 27 38 27 37 44.2 Distribution 17 997-98 17 73 52 22	10 22 24 22 31 38 34 44.8 rict Coun 998-99 70 53 21	10 23 20 19 31 35 30 44.9 ts 1999-00 2 76 43 20	13 22 17 19 28 37 26 44.9	11.3% 12.3% 10.8% 14.8% 18.7% 10.8% 20.2% 1996-97 28.6% 15.9% 7.1%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6% 18.7%  Distr 1997-98 27.8% 19.8% 8.4%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5% 18.4%  ict Percenta 1998-99 26.4% 20.0% 7.9%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3% 17.4%  1999-00 29.6% 16.7% 7.8%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6% 15.9%  2000-01  29.8% 16.1% 10.5%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	23 25 22 30 38 22 41 43.9 1996-97 1 72 40 18 21	17 27 23 27 38 27 37 44.2 Distribution 1997-98 1 73 52 22 18	10 22 24 22 31 38 34 44.8 rict Coun 998-99 70 53 21 23	10 23 20 19 31 35 30 44.9 ts 1999-00 2 76 43 20 24	13 22 17 19 28 37 26 44.9 2000-01 74 40 26 17	11.3% 12.3% 10.8% 14.8% 18.7% 10.8% 20.2% 1996-97 28.6% 15.9% 7.1% 8.3%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6% 18.7%  Distr 1997-98 27.8% 19.8% 8.4% 6.8%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5% 18.4%  ict Percenta 1998-99 26.4% 20.0% 7.9% 8.7%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3% 17.4%  1999-00 29.6% 16.7% 7.8% 9.3%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6% 15.9%  2000-01 29.8% 16.1% 10.5% 6.9%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	23 25 22 30 38 22 41 43.9 1996-97 19 72 40 18 21 19	17 27 23 27 38 27 38 27 37 44.2  Distribution of the properties of	10 22 24 22 31 38 34 44.8 rict Coun 998-99 70 53 21 23 18	10 23 20 19 31 35 30 44.9 ts 1999-00 2 76 43 20 24 17	13 22 17 19 28 37 26 44.9 2000-01 74 40 26 17 16	11.3% 12.3% 10.8% 14.8% 18.7% 10.8% 20.2% 1996-97 28.6% 15.9% 7.1% 8.3% 7.5%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6% 18.7%  Distr 1997-98 27.8% 19.8% 8.4% 6.8% 6.1%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5% 18.4%  ict Percenta 1998-99 26.4% 20.0% 7.9% 8.7% 6.8%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3% 17.4%  1999-00 29.6% 16.7% 7.8% 9.3% 6.6%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6% 15.9%  2000-01 29.8% 16.1% 10.5% 6.9% 6.5%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	23 25 22 30 38 22 41 43.9 1996-97 1 72 40 18 21	17 27 23 27 38 27 37 44.2 Distribution 1997-98 1 73 52 22 18	10 22 24 22 31 38 34 44.8 rict Coun 998-99 70 53 21 23	10 23 20 19 31 35 30 44.9 ts 1999-00 2 76 43 20 24	13 22 17 19 28 37 26 44.9 2000-01 74 40 26 17	11.3% 12.3% 10.8% 14.8% 18.7% 10.8% 20.2% 1996-97 28.6% 15.9% 7.1% 8.3%	8.6% 13.6% 11.6% 13.6% 19.2% 13.6% 18.7%  Distr 1997-98 27.8% 19.8% 8.4% 6.8%	5.4% 11.9% 13.0% 11.9% 16.8% 20.5% 18.4%  ict Percenta 1998-99 26.4% 20.0% 7.9% 8.7%	5.8% 13.4% 11.6% 11.0% 18.0% 20.3% 17.4%  1999-00 29.6% 16.7% 7.8% 9.3%	7.9% 13.4% 10.4% 11.6% 17.1% 22.6% 15.9%  2000-01 29.8% 16.1% 10.5% 6.9%

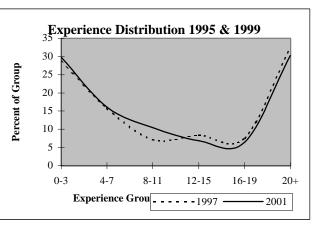
		District Counts					District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	31	36	57	52	-	10.5%	11.8%	18.2%	17.2%	-	
Attrition from Transfers	10	13	12	13	-	3.4%	4.2%	3.8%	4.3%	-	
Attrition from Exits	21	23	45	39	-	7.1%	7.5%	14.3%	12.9%	-	
Teacher Attrition	28	35	49	47	-	11.1%	13.3%	18.5%	18.3%	-	
Attrition from Transfers	10	12	12	12	-	4.0%	4.6%	4.5%	4.7%	-	
Attrition from Exits	18	23	37	35	-	7.1%	8.7%	14.0%	13.6%	-	
District Retention											
<b>Educator Retention</b>	264	270	257	250	-	89.5%	88.2%	81.8%	82.8%	-	
Teacher Retention	224	228	216	210	-	88.9%	86.7%	81.5%	81.7%	-	

Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	64.8%	9.8%	25.4%
1 Year of Experience	76.9%	8.8%	14.3%
2 Years of Experience	68.5%	9.0%	22.5%
3 Years of Experience	80.0%	7.7%	12.3%
4 Years of Experience	90.5%	3.2%	6.3%
5 Years of Experience	86.6%	4.5%	9.0%

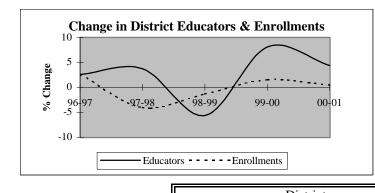
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

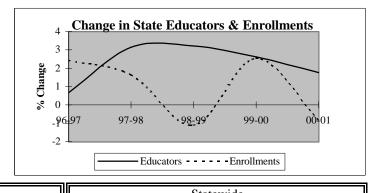
		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses						'						
Race	11.8%	18.3%	23.2%	25.2%	22.7%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.5%	12.1%	15.0%	9.6%	10.2%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.4%	1.3%	0.3%	1.0%	1.7%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	89.2%	86.6%	87.3%	86.1%	86.7%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	9.5%	12.1%	12.4%	12.9%	11.6%		8.6%	9.3%	9.4%	11.0%	10.3%	





## Toc





<u> </u>			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicators	s					····································					
Student to Educator Ratio	15.4	14.2	14.9	14.0	13.5	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.5	16.2	16.8	15.9	16.1	19.2	18.8	18.1	18.0	17.6	
Change in Educators	6	9	-14	19	11	-	-	-	-	-	
% Change in Educators	2.6%	3.8%	-5.6%	8.1%	4.3%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	95	-148	-48	53	17	-	-	-	-	-	
% Change in Enrollment	2.6%	-4.0%	-1.4%	1.5%	0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.8%	0.4%	0.4%	6.4%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.6%	4.4%	5.1%	4.7%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	7.5%	7.6%	6.4%	7.5%	11.3%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	3.5%	3.8%	2.7%	2.9%	3.1%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	9.1%	0.0%	8.3%	8.3%	23.1%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.4	42.9	42.6	43.4	43.0	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.7	13.6	13.3	13.5	13.0	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,005	30,080	31,669	32,522	31,668	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	3.5%	3.8%	2.5%	2.8%	2.8%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.4%	76.7%	78.8%	78.5%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	13.3%	13.2%	13.5%	13.5%	10.8%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	8.7%	na	9.4%	9.0%	9.2%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.6%	1.6%	1.5%	1.7%	1.4%	1.7%	1.6%	1.8%	1.8%	1.8%	

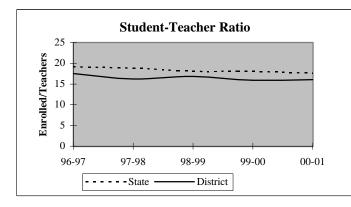
		District Counts						District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	240	249	235	254	265		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	215	229	219	233	231		89.6%	92.0%	93.2%	91.7%	87.2%	
Newly Hired	25	20	16	21	34		10.4%	8.0%	6.8%	8.3%	12.8%	
Transfers In	4	3	0	2	4		16.0%	15.0%	0.0%	9.5%	11.8%	
Reentrants	9	4	4	10	12		36.0%	20.0%	25.0%	47.6%	35.3%	
First Time Educators	12	13	12	9	18		48.0%	65.0%	75.0%	42.9%	52.9%	
Total Exiting Next Year	11	30	2	23	-		4.6%	12.0%	0.9%	9.1%	-	
Transfers Out	2	4	1	7	-		18.2%	13.3%	50.0%	30.4%	-	
Leave Tennessee Educ.	9	26	1	16	-		81.8%	86.7%	50.0%	69.6%	-	

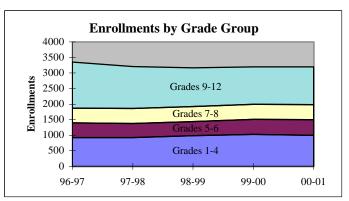
Dynamics Rates	District Rates								
District Attrition	4.6%	12.0%	0.9%	9.1%	-				
Transfers In/Out	2.00	0.75	0.00	0.29	-				

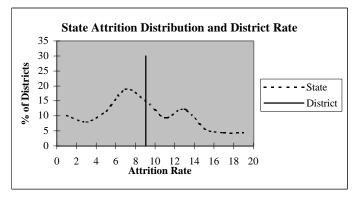
## District Report for: HENDERSON COUNTY

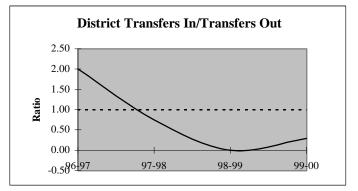
		Dist	trict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	240	249	235	254	265	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	11	11	12	12	13	4.6%	4.4%	5.1%	4.7%	4.9%	
Professional Staff	18	19	15	19	30	7.5%	7.6%	6.4%	7.5%	11.3%	
Total Teachers	211	219	208	223	222	87.9%	88.0%	88.5%	87.8%	83.8%	
Special Education	28	29	28	30	24	13.3%	13.2%	13.5%	13.5%	10.8%	
Pre-K & Kindergarten	14	14	13	13	14	6.6%	6.4%	6.3%	5.8%	6.3%	
Elementary (1-4)	60	63	66	72	77	28.4%	28.8%	31.7%	32.3%	34.7%	
Middle School (5-6)	22	24	24	25	24	10.4%	11.0%	11.5%	11.2%	10.8%	
Jr. High (7-8)	22	21	23	23	24	10.4%	9.6%	11.1%	10.3%	10.8%	
High School (9-12)	65	68	54	60	59	30.8%	31.1%	26.0%	26.9%	26.6%	
Business	1	1	1	1	0	1.5%	1.5%	1.9%	1.7%	0.0%	
Language Arts	10	8	7	10	10	15.4%	11.8%	13.0%	16.7%	16.9%	
Social Studies	6	4	3	5	6	9.2%	5.9%	5.6%	8.3%	10.2%	
Foreign Language	3	3	2	2	2	4.6%	4.4%	3.7%	3.3%	3.4%	
Mathematics	5	6	6	8	7	7.7%	8.8%	11.1%	13.3%	11.9%	
Science	7	8	8	7	6	10.8%	11.8%	14.8%	11.7%	10.2%	
Vocational Education	15	15	13	15	17	23.1%	22.1%	24.1%	25.0%	28.8%	
Other High School	18	23	14	12	11	27.7%	33.8%	25.9%	20.0%	18.6%	
Total Enrollments	3,692	3,544	3,496	3,549	3,566	100.0%	100.0%	100.0%	100.0%	100.0%	
D IZ 0 IZ	277	074	071	200	217	7.50/	7.70/	7.00/	0.10/	0.00/	

Total Enrollments	3,692	3,544	3,496	3,549	3,566	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	277	274	271	289	317	7.5%	7.7%	7.8%	8.1%	8.9%
Grades 1-4	925	922	986	1,024	998	25.1%	26.0%	28.2%	28.9%	28.0%
Grades 5-6	474	455	456	491	504	12.8%	12.8%	13.0%	13.8%	14.1%
Grades 7-8	468	489	478	481	483	12.7%	13.8%	13.7%	13.6%	13.5%
Grades 9-12	1,485	1,346	1,249	1,205	1,215	40.2%	38.0%	35.7%	34.0%	34.1%
Ungraded	63	58	56	59	49	1.7%	1.6%	1.6%	1.7%	1.4%









District Counts

District Percentages

			rict Count			District Percentages					
Profile by	1996-97	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender											
Administrative	10	10	11	11	13	4.4%	4.2%	4.9%	4.5%	5.1%	
White - Females	1	0	1	1	3	10.0%	0.0%	9.1%	9.1%	23.1%	
White - Males	9	10	10	10	10	90.0%	100.0%	90.9%	90.9%	76.9%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	18	19	15	19	29	7.9%	8.0%	6.6%	7.8%	11.4%	
White - Females	11	12	9	11	19	61.1%	63.2%	60.0%	57.9%	65.5%	
White - Males	6	6	5	7	8	33.3%	31.6%	33.3%	36.8%	27.6%	
Black - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.4%	
Black - Males	1	1	1	1	1	5.6%	5.3%	6.7%	5.3%	3.4%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	201	209	200	214	212	87.8%	87.8%	88.5%	87.7%	83.5%	
White - Females	148	157	155	164	165	73.6%	75.1%	77.5%	76.6%	77.8%	
White - Males	46	44	40	44	41	22.9%	21.1%	20.0%	20.6%	19.3%	
Black - Females	5	6	5	6	6	2.5%	2.9%	2.5%	2.8%	2.8%	
Black - Males	1	1	0	0	0	0.5%	0.5%	0.0%	0.0%	0.0%	
Other - Females	1	1	0	0	0	0.5%	0.5%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Age Distribution		Dist	rict Count	S		District Percentages					
Teachers by Age Group	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	3	0	1	2	2	1.6%	0.0%	0.6%	1.1%	1.1%	
25-29	18	18	19	15	17	9.6%	9.6%	10.7%	8.4%	9.8%	
30-34	26	24	21	22	25	13.9%	12.8%	11.8%	12.3%	14.4%	
35-39	27	32	35	33	27	14.4%	17.0%	19.7%	18.4%	15.5%	
40-45	27	24	18	18	20	14.4%	12.8%	10.1%	10.1%	11.5%	
45-49	39	40	39	34	26	20.9%	21.3%	21.9%	19.0%	14.9%	
50-54	27	27	27	31	36	14.4%	14.4%	15.2%	17.3%	20.7%	
55+	20	23	18	24	21	10.7%	12.2%	10.1%	13.4%	12.1%	
Average Age	42.4	42.9	42.6	43.4	43.0						
Experience Distribution			rict Count					ict Percenta			
Teachers by Experience	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
0-3 Years	56	58	47	44	49	26.5%	26.5%	22.6%	19.7%	22.1%	
4-7 Years	24	27	38	50	46	11.4%	12.3%	18.3%	22.4%	20.7%	
8-11 Years	25	22	16	19	23	11.8%	10.0%	7.7%	8.5%	10.4%	
12-15 Years	20	23	27	24	23	9.5%	10.5%	13.0%	10.8%	10.4%	
16-19 Years	18	19	13	16	17	8.5%	8.7%	6.3%	7.2%	7.7%	
20+ Years	68	70	67	70	64	32.2%	32.0%	32.2%	31.4%	28.8%	

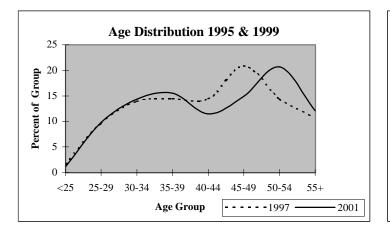
# District Report for: HENDERSON COUNTY

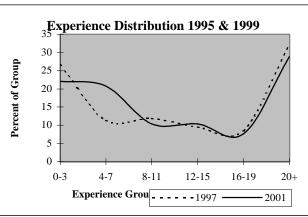
		District Counts					District Rates				
Attrition	1996-97	997-98	1998-99 1	999-00	2000-01	199	96-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	11	30	2	23	=		4.6%	12.0%	0.9%	9.1%	=
Attrition from Transfers	2	4	1	7	-		0.8%	1.6%	0.4%	2.8%	-
Attrition from Exits	9	26	1	16	-		3.8%	10.4%	0.4%	6.3%	-
Teacher Attrition	10	27	2	18	-		4.7%	12.3%	1.0%	8.1%	-
Attrition from Transfers	2	4	1	6	-		0.9%	1.8%	0.5%	2.7%	-
Attrition from Exits	8	23	1	12	-		3.8%	10.5%	0.5%	5.4%	-
District Retention											
<b>Educator Retention</b>	229	219	233	231	-	Ģ	95.4%	88.0%	99.1%	90.9%	-
Teacher Retention	201	192	206	205	-	Ģ	95.3%	87.7%	99.0%	91.9%	-

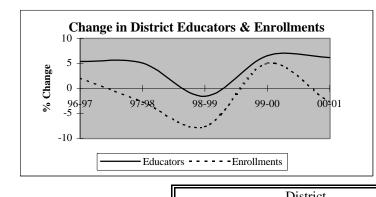
Teacher Retention	D:	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	83.1%	7.7%	9.2%
1 Year of Experience	89.6%	3.9%	6.5%
2 Years of Experience	89.8%	1.7%	8.5%
3 Years of Experience	91.4%	5.2%	3.4%
4 Years of Experience	96.1%	0.0%	3.9%
5 Years of Experience	92.7%	4.9%	2.4%

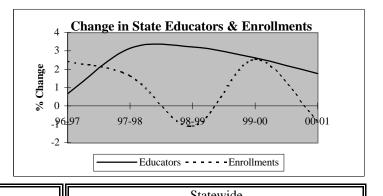
	Statewide Rates  Retained Transfer Total Attrition											
Retained	Transfer	Attrition										
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	11.5%	14.8%	17.9%	18.0%	19.4%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.7%	11.0%	14.3%	12.2%	11.2%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	0.0%	0.8%	1.3%	0.4%	0.4%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	90.8%	91.6%	91.9%	89.8%	87.5%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	1.2%	0.4%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	9.2%	7.6%	6.8%	8.7%	11.7%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S					<u> </u>				
Student to Educator Ratio	16.9	15.7	14.7	14.5	13.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.2	18.0	17.3	16.8	15.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	3	-1	4	4	-	-	-	-	-
% Change in Educators	5.4%	5.1%	-1.6%	6.6%	6.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	20	-27	-75	45	-26	-	-	-	-	-
% Change in Enrollment	2.0%	-2.7%	-7.7%	5.0%	-2.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	1.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.4%	3.2%	3.3%	4.6%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.5%	9.7%	11.5%	9.2%	8.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.6%	5.2%	5.3%	5.0%	6.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.1	45.0	44.1	45.1	45.2	43.3	43.5	43.6	43.7	43.9
Average Experience	16.7	16.2	15.6	16.2	15.7	13.8	13.7	13.7	13.4	13.3
Average Salary	35,146	35,006	36,016	36,990	36,416	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.0%	5.9%	6.1%	5.8%	7.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	88.5%	88.9%	88.5%	87.5%	88.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.5%	11.1%	11.5%	12.5%	15.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	17.5%	na	18.1%	21.2%	22.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.2%	0.2%	0.2%	0.2%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

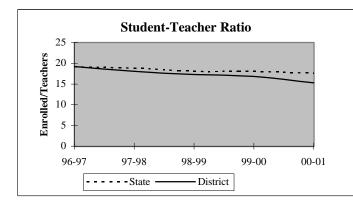
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	59	62	61	65	69		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	53	56	57	59	64		89.8%	90.3%	93.4%	90.8%	92.8%
Newly Hired	6	6	4	6	5	Ц	10.2%	9.7%	6.6%	9.2%	7.2%
Transfers In	3	1	0	2	2		50.0%	16.7%	0.0%	33.3%	40.0%
Reentrants	2	1	1	3	1		33.3%	16.7%	25.0%	50.0%	20.0%
First Time Educators	1	4	3	1	2		16.7%	66.7%	75.0%	16.7%	40.0%
Total Exiting Next Year	3	5	2	1	-	Ц	5.1%	8.1%	3.3%	1.5%	-
Transfers Out	0	0	1	0	-		0.0%	0.0%	50.0%	0.0%	=
Leave Tennessee Educ.	3	5	1	1	-		100.0%	100.0%	50.0%	100.0%	-

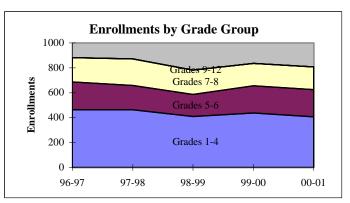
Dynamics Rates		District Rates								
District Attrition	5.1%	8.1%	3.3%	1.5%	-					
Transfers In/Out	nc	nc	0.00	nc	-					

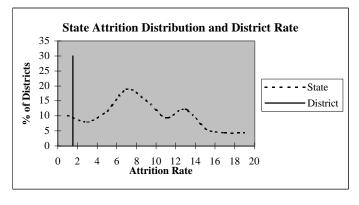
## District Report for: LEXINGTON

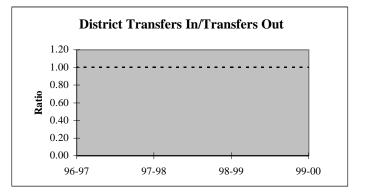
		Dist	trict Count	ts			Distr	rict Percent	ages	
Profile by Position	1996-97 19	997-98	1998-99 1	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	59	62	61	65	69	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	2	2	3	3	3.4%	3.2%	3.3%	4.6%	4.3%
Professional Staff	5	6	7	6	6	8.5%	9.7%	11.5%	9.2%	8.7%
Total Teachers	52	54	52	56	60	88.1%	87.1%	85.2%	86.2%	87.0%
Special Education	6	6	6	7	9	11.5%	11.1%	11.5%	12.5%	15.0%
Pre-K & Kindergarten	5	5	5	5	4	9.6%	9.3%	9.6%	8.9%	6.7%
Elementary (1-4)	26	27	26	28	31	50.0%	50.0%	50.0%	50.0%	51.7%
Middle School (5-6)	8	8	8	8	8	15.4%	14.8%	15.4%	14.3%	13.3%
Jr. High (7-8)	7	8	7	8	8	13.5%	14.8%	13.5%	14.3%	13.3%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	1,000	973	898	943	917	100.0%	100.0%	100.0%	100.0%	100.0%
D 17 0 17	115	100		404	404					

Total Enrollments	1,000	973	898	943	917	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	115	100	116	106	104	11.5%	10.3%	12.9%	11.2%	11.3%
Grades 1-4	463	463	408	436	406	46.3%	47.6%	45.4%	46.2%	44.3%
Grades 5-6	223	194	179	220	219	22.3%	19.9%	19.9%	23.3%	23.9%
Grades 7-8	196	214	194	179	183	19.6%	22.0%	21.6%	19.0%	20.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	3	2	1	2	5	0.3%	0.2%	0.1%	0.2%	0.5%









		D:	strict Cou	nte		District Percentages				
Duofilo by	1006.07				2000.01	1996-97	1997-98	1998-99		2000 01
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender		2		-	2	2 60/	2 407	2.70/	<b>7</b> 00/	4.50
Administrative	2	2	2	3	3	3.6%	3.4%	3.5%	5.0%	4.7%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	2	2	2	3	3	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	4	5	6	5	5	7.1%	8.6%	10.5%	8.3%	7.8%
White - Females	3	4	5	4	4	75.0%	80.0%	83.3%	80.0%	80.0%
White - Males	1	1	1	1	1	25.0%	20.0%	16.7%	20.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	50	51	49	52	56	89.3%	87.9%	86.0%	86.7%	87.5%
White - Females	42	42	40	43	46	84.0%	82.4%	81.6%	82.7%	82.1%
White - Males	6	6	6	6	6	12.0%	11.8%	12.2%	11.5%	10.7%
Black - Females	1	2	2	2	3	2.0%	3.9%	4.1%	3.8%	5.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	1	2.0%	2.0%	2.0%	1.9%	1.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	T-					h				
Age Distribution			strict Cou			District Percentages				
Teachers by Age Group	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	1	0	0	2.1%	2.1%	2.2%	0.0%	0.0%
25-29	1	2	4	4	5	2.1%	4.3%	8.9%	8.7%	10.6%
30-34	2	3	2	3	3	4.3%	6.4%	4.4%	6.5%	6.4%
35-39	9	5	4	2	2	19.1%	10.6%	8.9%	4.3%	4.3%
40-45	11	9	10	9	10	23.4%	19.1%	22.2%	19.6%	21.3%
45-49	11	13	12	12	10	23.4%	27.7%	26.7%	26.1%	21.3%
50-54	7	8	8	10	11	14.9%	17.0%	17.8%	21.7%	23.4%
55+	5	6	4	6	6	10.6%	12.8%	8.9%	13.0%	12.8%
Average Age	45.1	45.0	44.1	45.1	45.2					
Tiverage Tige	13.1	15.0		13.1	13.2					
Experience Distribution		Die	strict Cou	nts			Dietr	rict Percenta	nges	1
Teachers by Experience	1996-97				2000.01	1996-97	1997-98	1998-99	1999-00	2000-01
• •	<u> </u>					السسط				
0-3 Years	7	11	10	8	10	13.5%	20.4%	19.2%	14.3%	16.7%
4-7 Years	5	5	7	9	10	9.6%	9.3%	13.5%	16.1%	16.7%
8-11 Years	5	3	4	4	5	9.6%	5.6%	7.7%	7.1%	8.3%
12-15 Years	5	5	3	5	5	9.6%	9.3%	5.8%	8.9%	8.3%
16-19 Years	7	6	5	5	5	13.5%	11.1%	9.6%	8.9%	8.3%

20+ Years

Average Experience

25

16.2

25

15.7

44.2%

23

15.6

24

16.2

23

16.7

41.7%

44.6%

44.2%

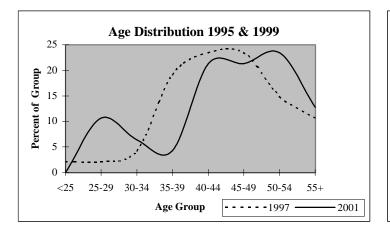
44.4%

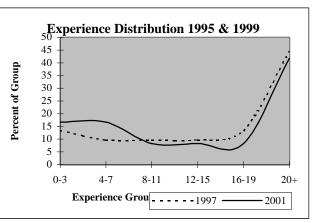
		Distri	ict Counts			District Rates					
Attrition	1996-97 19	97-98 19	998-99 199	99-00 2	2000-01	199	96-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	3	5	2	1	-		5.1%	8.1%	3.3%	1.5%	-
Attrition from Transfers	0	0	1	0	-		0.0%	0.0%	1.6%	0.0%	-
Attrition from Exits	3	5	1	1	-		5.1%	8.1%	1.6%	1.5%	-
Teacher Attrition	2	4	0	1	-		3.8%	7.4%	0.0%	1.8%	-
Attrition from Transfers	0	0	0	0	-		0.0%	0.0%	0.0%	0.0%	-
Attrition from Exits	2	4	0	1	-		3.8%	7.4%	0.0%	1.8%	-
District Retention											
<b>Educator Retention</b>	56	57	59	64	-	Ģ	94.9%	91.9%	96.7%	98.5%	-
Teacher Retention	50	50	52	55	-	Ģ	96.2%	92.6%	100.0%	98.2%	-
											1
Teacher Retention	District Rates					Statewide Rates					

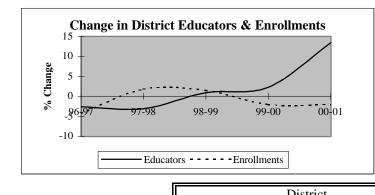
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	100.0%	0.0%	0.0%					
1 Year of Experience	100.0%	0.0%	0.0%					
2 Years of Experience	100.0%	0.0%	0.0%					
3 Years of Experience	100.0%	0.0%	0.0%					
4 Years of Experience	100.0%	0.0%	0.0%					
5 Years of Experience	100.0%	0.0%	0.0%					

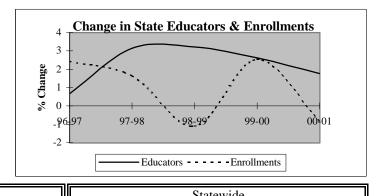
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	8.2%	11.9%	16.2%	20.0%	21.7%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	1.6%	4.5%	8.8%	9.2%	10.1%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	0.0%	0.0%	1.6%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	94.9%	91.9%	91.8%	93.8%	94.2%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.0%	0.0%	1.4%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	5.1%	8.1%	6.6%	6.2%	4.3%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S					,					
Student to Educator Ratio	15.7	16.5	16.6	15.9	13.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.0	19.2	19.8	19.2	16.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-6	-7	2	5	30	-	-	-	-	-	
% Change in Educators	-2.6%	-3.1%	0.9%	2.3%	13.4%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-158	62	51	-74	-73	-	-	-	-	-	
% Change in Enrollment	-4.3%	1.8%	1.4%	-2.0%	-2.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.4%	0.0%	0.5%	0.0%	8.7%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.5%	3.7%	4.6%	4.9%	4.7%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	12.5%	10.1%	11.4%	12.1%	11.8%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	3.7%	4.2%	3.7%	3.7%	3.3%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	14.3%	11.1%	10.0%	9.1%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	10.0%	12.5%	20.0%	36.4%	41.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	45.7	46.1	46.2	45.3	45.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	16.6	16.7	16.2	15.4	14.5	13.8	13.7	13.7	13.4	13.3	
Average Salary	31,506	32,861	33,879	35,158	33,860	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	4.4%	4.4%	3.9%	3.9%	3.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	71.5%	72.2%	75.5%	74.7%	74.5%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.6%	7.0%	7.6%	6.5%	7.5%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	8.2%	na	9.1%	9.1%	9.0%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.4%	0.6%	0.0%	0.4%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%	

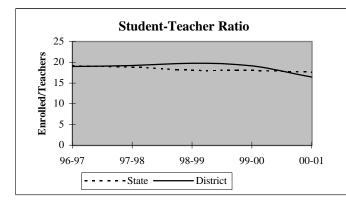
		District Counts						District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	224	217	219	224	254		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	211	196	197	199	223		94.2%	90.3%	90.0%	88.8%	87.8%	
Newly Hired	13	21	22	25	31	Ш	5.8%	9.7%	10.0%	11.2%	12.2%	
Transfers In	2	7	7	3	6		15.4%	33.3%	31.8%	12.0%	19.4%	
Reentrants	6	6	10	12	9		46.2%	28.6%	45.5%	48.0%	29.0%	
First Time Educators	5	8	5	10	16		38.5%	38.1%	22.7%	40.0%	51.6%	
Total Exiting Next Year	28	20	20	1	-	Ш	12.5%	9.2%	9.1%	0.4%	-	
Transfers Out	3	1	0	0	-		10.7%	5.0%	0.0%	0.0%	=	
Leave Tennessee Educ.	25	19	20	1	-		89.3%	95.0%	100.0%	100.0%	-	

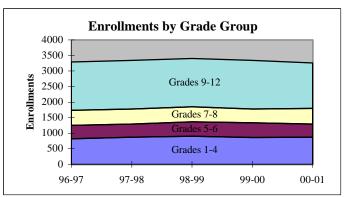
Dynamics Rates	District Rates									
District Attrition	12.5%	9.2%	9.1%	0.4%	-					
Transfers In/Out	0.67	7.00	nc	nc	-					

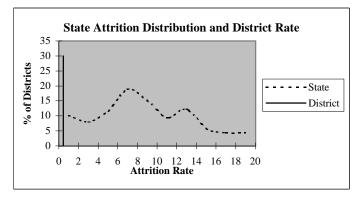
## District Report for: HENRY COUNTY

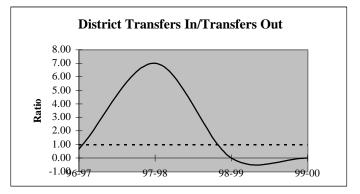
		Dis	trict Coun	ts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	224	217	219	224	254	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	10	8	10	11	12	4.5%	3.7%	4.6%	4.9%	4.7%		
Professional Staff	28	22	25	27	30	12.5%	10.1%	11.4%	12.1%	11.8%		
Total Teachers	186	187	184	186	212	83.0%	86.2%	84.0%	83.0%	83.5%		
Special Education	16	13	14	12	16	8.6%	7.0%	7.6%	6.5%	7.5%		
Pre-K & Kindergarten	13	12	12	15	16	7.0%	6.4%	6.5%	8.1%	7.5%		
Elementary (1-4)	58	57	58	55	61	31.2%	30.5%	31.5%	29.6%	28.8%		
Middle School (5-6)	16	15	17	17	22	8.6%	8.0%	9.2%	9.1%	10.4%		
Jr. High (7-8)	15	17	19	20	21	8.1%	9.1%	10.3%	10.8%	9.9%		
High School (9-12)	68	73	64	67	76	36.6%	39.0%	34.8%	36.0%	35.8%		
Business	4	4	3	4	4	5.9%	5.5%	4.7%	6.0%	5.3%		
Language Arts	10	9	9	9	10	14.7%	12.3%	14.1%	13.4%	13.2%		
Social Studies	8	9	9	10	11	11.8%	12.3%	14.1%	14.9%	14.5%		
Foreign Language	4	4	4	4	4	5.9%	5.5%	6.3%	6.0%	5.3%		
Mathematics	9	9	9	9	11	13.2%	12.3%	14.1%	13.4%	14.5%		
Science	8	8	7	7	8	11.8%	11.0%	10.9%	10.4%	10.5%		
Vocational Education	12	13	12	11	15	17.6%	17.8%	18.8%	16.4%	19.7%		
Other High School	13	17	11	13	13	19.1%	23.3%	17.2%	19.4%	17.1%		
Total Enrollments	3,526	3,588	3,639	3,565	3,492	100.0%	100.0%	100.0%	100.0%	100.0%		
Pre K & K	222	220	218	213	210	6.3%	6.1%	6.0%	6.0%	6.0%		

Total Enrollments	3,526	3,588	3,639	3,565	3,492	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	222	220	218	213	210	6.3%	6.1%	6.0%	6.0%	6.0%
Grades 1-4	823	869	900	864	869	23.3%	24.2%	24.7%	24.2%	24.9%
Grades 5-6	436	423	468	468	425	12.4%	11.8%	12.9%	13.1%	12.2%
Grades 7-8	480	492	486	452	507	13.6%	13.7%	13.4%	12.7%	14.5%
Grades 9-12	1,549	1,561	1,554	1,554	1,458	43.9%	43.5%	42.7%	43.6%	41.8%
Ungraded	16	23	13	14	23	0.5%	0.6%	0.4%	0.4%	0.7%









District Percentages

District Counts

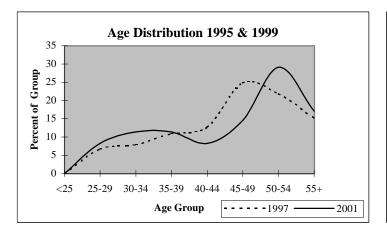
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u>, — — — 1</u>				
Administrative	9	7	9	10	11	4.1%	3.3%	4.2%	4.7%	4.5%
White - Females	1	1	2	4	5	11.1%	14.3%	22.2%	40.0%	45.5%
White - Males	8	5	6	5	5	88.9%	71.4%	66.7%	50.0%	45.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	1	1	1	1	0.0%	14.3%	11.1%	10.0%	9.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	22	25	27	29	12.9%	10.4%	11.6%	12.6%	12.0%
White - Females	23	19	22	23	24	82.1%	86.4%	88.0%	85.2%	82.8%
White - Males	5	3	3	4	5	17.9%	13.6%	12.0%	14.8%	17.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	180	183	181	178	202	82.9%	86.3%	84.2%	82.8%	83.5%
White - Females	127	130	134	131	149	70.6%	71.0%	74.0%	73.6%	73.8%
White - Males	45	45	40	40	46	25.0%	24.6%	22.1%	22.5%	22.8%
Black - Females	4	4	4	4	4	2.2%	2.2%	2.2%	2.2%	2.0%
Black - Males	4	4	3	3	3	2.2%	2.2%	1.7%	1.7%	1.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
						<u> </u>				ī
Age Distribution			trict Coun			District Percentages				
Tanahara hu Aga Craun										2000 01
Teachers by Age Group	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1996-97 1	997-98 0	1998-99	1999-00	2000-01	0.0%	0.0%	0.0%	0.0%	0.0%
, , ,	0 11	0 10			0 13	الـــــــــــــــــــــــــــــــــــــ				
Up to 24 25-29 30-34	0 11 13	0 10 13	0 7 16	0 10 19	0 13 18	0.0% 6.7% 7.9%	0.0% 6.2% 8.1%	0.0% 4.6% 10.5%	0.0% 6.7% 12.8%	0.0%
Up to 24 25-29 30-34 35-39	0 11 13 18	0 10 13 18	0 7 16 16	0 10 19 15	0 13 18 18	0.0% 6.7% 7.9% 10.9%	0.0% 6.2%	0.0% 4.6% 10.5% 10.5%	0.0% 6.7% 12.8% 10.1%	0.0% 8.2% 11.4% 11.4%
Up to 24 25-29 30-34 35-39 40-45	0 11 13 18 21	0 10 13 18 20	0 7 16 16	0 10 19 15 14	0 13 18 18 13	0.0% 6.7% 7.9% 10.9% 12.7%	0.0% 6.2% 8.1% 11.2% 12.4%	0.0% 4.6% 10.5% 10.5% 11.2%	0.0% 6.7% 12.8% 10.1% 9.4%	0.0% 8.2% 11.4% 11.4% 8.2%
Up to 24 25-29 30-34 35-39 40-45 45-49	0 11 13 18 21 41	0 10 13 18 20 33	0 7 16 16 17 29	0 10 19 15 14 23	0 13 18 18 13 23	0.0% 6.7% 7.9% 10.9% 12.7% 24.8%	0.0% 6.2% 8.1% 11.2%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1%	0.0% 6.7% 12.8% 10.1%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 11 13 18 21 41 36	0 10 13 18 20 33 40	0 7 16 16 17 29 44	0 10 19 15 14 23 52	0 13 18 18 13 23 46	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1%
Up to 24 25-29 30-34 35-39 40-45 45-49	0 11 13 18 21 41	0 10 13 18 20 33	0 7 16 16 17 29	0 10 19 15 14 23	0 13 18 18 13 23	0.0% 6.7% 7.9% 10.9% 12.7% 24.8%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 11 13 18 21 41 36 25	0 10 13 18 20 33 40 27	0 7 16 16 17 29 44 23	0 10 19 15 14 23 52 16	0 13 18 18 13 23 46 27	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 11 13 18 21 41 36	0 10 13 18 20 33 40	0 7 16 16 17 29 44	0 10 19 15 14 23 52	0 13 18 18 13 23 46	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 11 13 18 21 41 36 25	0 10 13 18 20 33 40 27	0 7 16 16 17 29 44 23	0 10 19 15 14 23 52 16	0 13 18 18 13 23 46 27	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 11 13 18 21 41 36 25	0 10 13 18 20 33 40 27 46.1	0 7 16 16 17 29 44 23 46.2	0 10 19 15 14 23 52 16 45.3	0 13 18 18 13 23 46 27	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8% 16.8%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9% 15.1%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9% 10.7%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 11 13 18 21 41 36 25 45.7	0 10 13 18 20 33 40 27 46.1	0 7 16 16 17 29 44 23 46.2	0 10 19 15 14 23 52 16 45.3	0 13 18 18 13 23 46 27 45.5	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8% 15.2%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8% 16.8%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9% 15.1%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9% 10.7%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1% 17.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 11 13 18 21 41 36 25 45.7	0 10 13 18 20 33 40 27 46.1	0 7 16 16 17 29 44 23 46.2	0 10 19 15 14 23 52 16 45.3	0 13 18 18 13 23 46 27 45.5	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8% 15.2%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8% 16.8%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9% 15.1%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9% 10.7%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1% 17.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 11 13 18 21 41 36 25 45.7	0 10 13 18 20 33 40 27 46.1	0 7 16 16 17 29 44 23 46.2 trict Coun	0 10 19 15 14 23 52 16 45.3	0 13 18 18 13 23 46 27 45.5	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8% 15.2%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8% 16.8% Distr 1997-98	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9% 15.1%  ict Percenta 1998-99	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9% 10.7%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1% 17.1% 2000-01
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 11 13 18 21 41 36 25 45.7	0 10 13 18 20 33 40 27 46.1 Dis	0 7 16 16 17 29 44 23 46.2 trict Coun 1998-99	0 10 19 15 14 23 52 16 45.3	0 13 18 18 13 23 46 27 45.5	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8% 15.2%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8% 16.8%  Distr 1997-98 10.2% 13.4%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9% 15.1%  ict Percenta 1998-99 12.5% 14.1%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9% 10.7%  ages 1999-00 16.1% 14.5%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1% 17.1% 2000-01 20.8% 15.1%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 11 13 18 21 41 36 25 45.7	0 10 13 18 20 33 40 27 46.1 Diss	0 7 16 16 17 29 44 23 46.2 trict Coun 1998-99 23 26 18	0 10 19 15 14 23 52 16 45.3	0 13 18 18 13 23 46 27 45.5	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8% 15.2% 1996-97 12.9% 11.3% 10.2%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8% 16.8%  Distr 1997-98 10.2% 13.4% 10.7%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9% 15.1%  ict Percent: 1998-99 12.5% 14.1% 9.8%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9% 10.7%  ages 1999-00 16.1% 14.5% 10.8%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1% 17.1% 2000-01 20.8% 15.1% 9.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 11 13 18 21 41 36 25 45.7 1996-97 1 24 21 19	0 10 13 18 20 33 40 27 46.1 Dis:	0 7 16 16 17 29 44 23 46.2 trict Coun 1998-99 23 26 18 17	0 10 19 15 14 23 52 16 45.3 1999-00 3 27 20 14	0 13 18 18 13 23 46 27 45.5 2000-01 44 32 20 18	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8% 15.2% 1996-97 12.9% 11.3% 10.2% 10.2%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8% 16.8%  Distr 1997-98 10.2% 13.4% 10.7% 10.7%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9% 15.1%  ict Percent: 1998-99 12.5% 14.1% 9.8% 9.2%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9% 10.7%  10.7%  16.1% 14.5% 10.8% 7.5%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1% 17.1% 2000-01 20.8% 15.1% 9.4% 8.5%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 11 13 18 21 41 36 25 45.7	0 10 13 18 20 33 40 27 46.1 Diss	0 7 16 16 17 29 44 23 46.2 trict Coun 1998-99 23 26 18	0 10 19 15 14 23 52 16 45.3	0 13 18 18 13 23 46 27 45.5	0.0% 6.7% 7.9% 10.9% 12.7% 24.8% 21.8% 15.2% 1996-97 12.9% 11.3% 10.2%	0.0% 6.2% 8.1% 11.2% 12.4% 20.5% 24.8% 16.8%  Distr 1997-98 10.2% 13.4% 10.7%	0.0% 4.6% 10.5% 10.5% 11.2% 19.1% 28.9% 15.1%  ict Percent: 1998-99 12.5% 14.1% 9.8%	0.0% 6.7% 12.8% 10.1% 9.4% 15.4% 34.9% 10.7%  ages 1999-00 16.1% 14.5% 10.8%	0.0% 8.2% 11.4% 11.4% 8.2% 14.6% 29.1% 17.1% 2000-01 20.8% 15.1% 9.4%

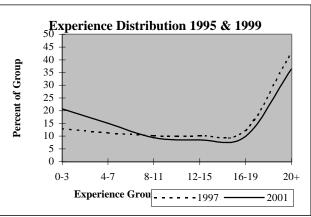
	District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99	999-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	28	20	20	1	-		12.5%	9.2%	9.1%	0.4%	=	
Attrition from Transfers	3	1	0	0	-		1.3%	0.5%	0.0%	0.0%	-	
Attrition from Exits	25	19	20	1	-		11.2%	8.8%	9.1%	0.4%	=	
Teacher Attrition	16	17	18	1	-		8.6%	9.1%	9.8%	0.5%	=	
Attrition from Transfers	3	1	0	0	-		1.6%	0.5%	0.0%	0.0%	-	
Attrition from Exits	13	16	18	1	-		7.0%	8.6%	9.8%	0.5%	-	
District Retention												
<b>Educator Retention</b>	196	197	199	223	-		87.5%	90.8%	90.9%	99.6%	-	
Teacher Retention	170	170	166	185	-		91.4%	90.9%	90.2%	99.5%	-	

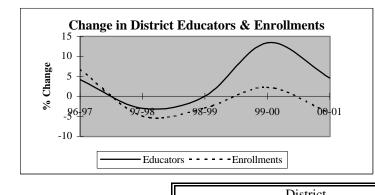
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	89.7%	0.0%	10.3%
1 Year of Experience	93.3%	0.0%	6.7%
2 Years of Experience	87.5%	6.3%	6.3%
3 Years of Experience	93.5%	0.0%	6.5%
4 Years of Experience	86.2%	3.4%	10.3%
5 Years of Experience	93.8%	0.0%	6.3%

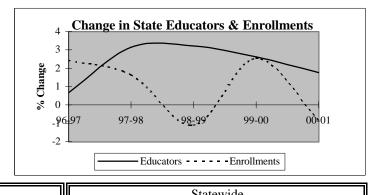
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

	_	Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses	•										
Race	2.8%	5.3%	7.3%	11.6%	11.8%	8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	2.4%	4.5%	6.6%	7.6%	5.1%	4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment											
% Increment by 0	0.4%	0.9%	1.4%	0.9%	2.0%	1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	94.2%	92.2%	91.8%	88.8%	88.2%	90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.4%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	4.9%	6.9%	6.8%	10.3%	9.8%	8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S					<u> </u>					
Student to Educator Ratio	17.5	17.1	16.6	15.0	13.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	20.1	20.5	19.9	17.9	16.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	4	-3	0	13	5	-	-	-	-	-	
% Change in Educators	4.2%	-3.0%	0.0%	13.4%	4.5%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	112	-87	-49	36	-68	-	-	-	-	-	
% Change in Enrollment:	6.9%	-5.0%	-3.0%	2.2%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.0%	0.0%	0.0%	0.0%	13.9%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	3.0%	5.2%	5.2%	5.5%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.0%	11.3%	11.3%	10.9%	11.3%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	4.2%	4.3%	4.3%	3.9%	3.7%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	0.0%	20.0%	20.0%	16.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.9	43.4	44.9	44.8	45.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.7	14.4	15.4	14.5	15.2	13.8	13.7	13.7	13.4	13.3	
Average Salary	32,148	31,737	33,096	33,663	33,074	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	2.4%	2.6%	2.6%	2.3%	2.2%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	92.0%	92.6%	92.6%	91.3%	91.7%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.0%	7.4%	9.9%	8.7%	7.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	25.0%	na	25.8%	24.6%	25.7%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.0%	1.3%	1.8%	1.8%	2.2%	1.7%	1.6%	1.8%	1.8%	1.8%	

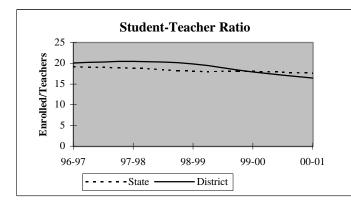
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	100	97	97	110	115	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	86	91	90	94	102		86.0%	93.8%	92.8%	85.5%	88.7%
Newly Hired	14	6	7	16	13		14.0%	6.2%	7.2%	14.5%	11.3%
Transfers In	5	3	2	0	1		35.7%	50.0%	28.6%	0.0%	7.7%
Reentrants	2	0	1	8	7		14.3%	0.0%	14.3%	50.0%	53.8%
First Time Educators	7	3	4	8	5		50.0%	50.0%	57.1%	50.0%	38.5%
Total Exiting Next Year	9	7	3	8	=		9.0%	7.2%	3.1%	7.3%	-
Transfers Out	3	1	0	4	=		33.3%	14.3%	0.0%	50.0%	=.
Leave Tennessee Educ.	6	6	3	4	-		66.7%	85.7%	100.0%	50.0%	-

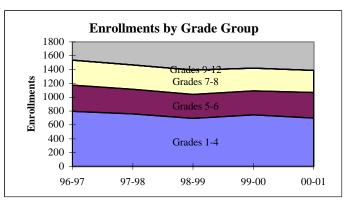
Dynamics Rates	District Rates										
District Attrition	9.0%	7.2%	3.1%	7.3%	-						
Transfers In/Out	1.67	3.00	nc	0.00	-						

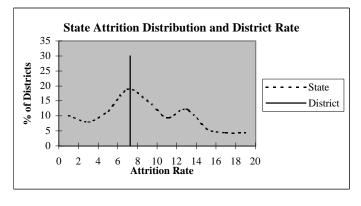
## District Report for: PARIS

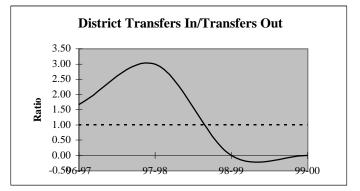
		Dist	rict Coun	ts						
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	100	97	97	110	115	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	5	5	6	6	3.0%	5.2%	5.2%	5.5%	5.2%
Professional Staff	10	11	11	12	13	10.0%	11.3%	11.3%	10.9%	11.3%
Total Teachers	87	81	81	92	96	87.0%	83.5%	83.5%	83.6%	83.5%
Special Education	7	6	8	8	7	8.0%	7.4%	9.9%	8.7%	7.3%
Pre-K & Kindergarten	8	9	9	8	9	9.2%	11.1%	11.1%	8.7%	9.4%
Elementary (1-4)	40	39	39	44	49	46.0%	48.1%	48.1%	47.8%	51.0%
Middle School (5-6)	17	15	11	15	15	19.5%	18.5%	13.6%	16.3%	15.6%
Jr. High (7-8)	15	12	14	17	16	17.2%	14.8%	17.3%	18.5%	16.7%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	1,745	1,658	1,609	1,645	1,577	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	1,745	1,658	1,609	1,645	1,577	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	169	169	185	195	154	9.7%	10.2%	11.5%	11.9%	9.8%
Grades 1-4	794	759	692	746	701	45.5%	45.8%	43.0%	45.3%	44.5%
Grades 5-6	381	358	350	344	368	21.8%	21.6%	21.8%	20.9%	23.3%
Grades 7-8	362	351	352	330	320	20.7%	21.2%	21.9%	20.1%	20.3%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	39	21	30	30	34	2.2%	1.3%	1.9%	1.8%	2.2%









**District Counts** 

District Percentages

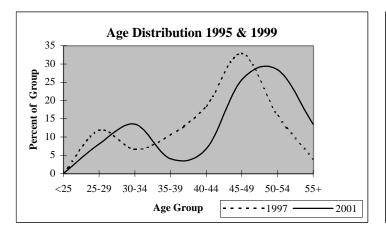
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>	<u> </u>	<u>.</u>			<u>,                                    </u>	·	·	<u>.</u>	
Administrative	3	5	5	6	6	3.2%	5.4%	5.4%	5.8%	5.5%
White - Females	0	1	1	1	1	0.0%	20.0%	20.0%	16.7%	16.7%
White - Males	3	4	4	5	5	100.0%	80.0%	80.0%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	10	10	11	12	9.5%	10.9%	10.9%	10.7%	11.0%
White - Females	7	8	8	9	10	77.8%	80.0%	80.0%	81.8%	83.3%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	2	2	2	2	2	22.2%	20.0%	20.0%	18.2%	16.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	83	77	77	86	91	87.4%	83.7%	83.7%	83.5%	83.5%
White - Females	74	69	69	77	82	89.2%	89.6%	89.6%	89.5%	90.1%
White - Males	7	6	6	7	7	8.4%	7.8%	7.8%	8.1%	7.7%
Black - Females	2	2	2	2	2	2.4%	2.6%	2.6%	2.3%	2.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ago Distribution		Dia	strict Cou	ate			Dietr	ict Parcents	ngas	
Age Distribution	1006.07		strict Cou		2000 01	1006.07		ict Percenta		2000.01
Teachers by Age Group	السسال	1997-98	1998-99	1999-00	2000-01		1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	0	1997-98	1998-99	1999-00	0	0.0%	1997-98	1998-99	1999-00	0.0%
Teachers by Age Group Up to 24 25-29	0	1997-98 0 8	1998-99 0 7	1999-00 4 3	0 6	0.0% 11.8%	1997-98 0.0% 11.4%	1998-99 0.0% 10.3%	1999-00 5.7% 4.3%	0.0% 8.1%
Teachers by Age Group Up to 24 25-29 30-34	0 9 5	1997-98 0 8 6	1998-99 0 7 4	1999-00 4 3 7	0 6 10	0.0% 11.8% 6.6%	1997-98 0.0% 11.4% 8.6%	1998-99 0.0% 10.3% 5.9%	1999-00 5.7% 4.3% 10.0%	0.0% 8.1% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39	0 9 5 8	1997-98 0 8 6 5	1998-99 0 7 4 5	1999-00 4 3 7 4	0 6 10 3	0.0% 11.8% 6.6% 10.5%	1997-98 0.0% 11.4% 8.6% 7.1%	1998-99 0.0% 10.3% 5.9% 7.4%	1999-00 5.7% 4.3% 10.0% 5.7%	0.0% 8.1% 13.5% 4.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	0 9 5 8 14	1997-98 0 8 6 5 11	1998-99 0 7 4 5 9	1999-00 4 3 7 4 6	0 6 10 3 5	0.0% 11.8% 6.6% 10.5% 18.4%	1997-98 0.0% 11.4% 8.6% 7.1% 15.7%	1998-99 0.0% 10.3% 5.9% 7.4% 13.2%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6%	0.0% 8.1% 13.5% 4.1% 6.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 9 5 8 14 25	1997-98 0 8 6 5 11 22	1998-99 0 7 4 5 9 17	1999-00 4 3 7 4 6 20	0 6 10 3 5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4%	0.0% 10.3% 5.9% 7.4% 13.2% 25.0%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 9 5 8 14 25 12	1997-98 0 8 6 5 11 22 15	1998-99 0 7 4 5 9 17 21	1999-00 4 3 7 4 6 20 20	0 6 10 3 5 19 21	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4%	0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 9 5 8 14 25	1997-98 0 8 6 5 11 22	1998-99 0 7 4 5 9 17	1999-00 4 3 7 4 6 20	0 6 10 3 5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4%	0.0% 10.3% 5.9% 7.4% 13.2% 25.0%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 9 5 8 14 25 12	1997-98 0 8 6 5 11 22 15	1998-99 0 7 4 5 9 17 21	1999-00 4 3 7 4 6 20 20	0 6 10 3 5 19 21	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4%	0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 9 5 8 14 25 12 3	1997-98 0 8 6 5 11 22 15 3	1998-99 0 7 4 5 9 17 21 5	1999-00 4 3 7 4 6 20 20 6	0 6 10 3 5 19 21 10	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4%	0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 9 5 8 14 25 12 3	1997-98 0 8 6 5 11 22 15 3 43.4	1998-99 0 7 4 5 9 17 21 5 44.9	1999-00 4 3 7 4 6 20 20 6 44.8	0 6 10 3 5 19 21 10	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4% 4.3%	0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9% 7.4%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6% 8.6%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 9 5 8 14 25 12 3 42.9	1997-98 0 8 6 5 11 22 15 3 43.4	1998-99 0 7 4 5 9 17 21 5 44.9	1999-00 4 3 7 4 6 20 20 6 44.8	0 6 10 3 5 19 21 10 45.5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8% 3.9%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4% 4.3%	0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9% 7.4%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6% 8.6%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 9 5 8 14 25 12 3 42.9	1997-98 0 8 6 5 11 22 15 3 43.4 Dis	1998-99 0 7 4 5 9 17 21 5 44.9	1999-00 4 3 7 4 6 20 20 6 44.8	0 6 10 3 5 19 21 10 45.5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8% 3.9%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4% 4.3%  Distr	0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9% 7.4%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6% 8.6%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 9 5 8 14 25 12 3 42.9	1997-98 0 8 6 5 11 22 15 3 43.4 Dis	1998-99 0 7 4 5 9 17 21 5 44.9 strict Cour 1998-99	1999-00 4 3 7 4 6 20 20 6 44.8 1999-00	0 6 10 3 5 19 21 10 45.5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8% 3.9%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4% 4.3%  Distr 1997-98 17.3%	0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9% 7.4%  ict Percenta 1998-99 16.0%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6% 8.6% 8.6%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4% 13.5% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 9 5 8 14 25 12 3 42.9	1997-98 0 8 6 5 11 22 15 3 43.4 Dis 1997-98	1998-99 0 7 4 5 9 17 21 5 44.9 strict Cour 1998-99	1999-00 4 3 7 4 6 20 20 6 44.8 1999-00 19	0 6 10 3 5 19 21 10 45.5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8% 3.9%  1996-97 19.5% 10.3%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4% 4.3%  Distr 1997-98	1998-99 0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9% 7.4%  ict Percenta 1998-99 6.0% 14.8%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6% 8.6% 1999-00 20.7% 15.2%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4% 13.5% 2000-01 16.7% 15.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 9 5 8 14 25 12 3 42.9	1997-98 0 8 6 5 11 22 15 3 43.4 Dis 1997-98 14 10 9	1998-99 0 7 4 5 9 17 21 5 44.9 strict Cour 1998-99 13 12 5	1999-00 4 3 7 4 6 20 20 6 44.8 1999-00 19 14 5	0 6 10 3 5 19 21 10 45.5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8% 3.9%  195.8% 10.3% 10.3% 16.1%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4% 4.3%  Distr 1997-98 17.3% 12.3% 11.1%	1998-99 0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9% 7.4%  ict Percenta 1998-99 16.0% 14.8% 6.2%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6% 8.6%  20.7% 15.2% 5.4%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4% 13.5% 2000-01 16.7% 15.6% 9.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 9 5 8 14 25 12 3 42.9 1996-97 17 9 14 4	1997-98 0 8 6 5 11 22 15 3 43.4 Dis 1997-98 14 10 9 7	1998-99 0 7 4 5 9 17 21 5 44.9 strict Cour 1998-99 13 12 5	1999-00 4 3 7 4 6 20 20 6 44.8 1999-00 19 14 5 11	0 6 10 3 5 19 21 10 45.5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8% 3.9% 15.8% 10.3% 16.1% 4.6%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4% 4.3%  Distr 1997-98 17.3% 12.3% 11.1% 8.6%	1998-99 0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9% 7.4%  ict Percenta 1998-99 16.0% 14.8% 6.2% 11.1%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6% 8.6% 1999-00 20.7% 15.2% 5.4% 12.0%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4% 13.5% 2000-01 16.7% 15.6% 9.4% 12.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	0 9 5 8 14 25 12 3 42.9 1996-97 17 9 14 4 16	1997-98 0 8 6 5 11 22 15 3 43.4 Dis 1997-98 14 10 9 7 8	1998-99 0 7 4 5 9 17 21 5 44.9 strict Cour 1998-99 13 12 5 9 4	1999-00 4 3 7 4 6 20 20 6 44.8 1999-00 19 14 5 11 6	0 6 10 3 5 19 21 10 45.5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8% 3.9% 15.8% 10.3% 16.1% 4.6% 18.4%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4% 4.3%  Distr 1997-98 17.3% 12.3% 11.1% 8.6% 9.9%	0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9% 7.4%  ict Percenta 1998-99 16.0% 14.8% 6.2% 11.1% 4.9%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6% 8.6% 1999-00 20.7% 15.2% 5.4% 12.0% 6.5%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4% 13.5% 2000-01 16.7% 15.6% 9.4% 12.5% 3.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 9 5 8 14 25 12 3 42.9 1996-97 17 9 14 4	1997-98 0 8 6 5 11 22 15 3 43.4 Dis 1997-98 14 10 9 7	1998-99 0 7 4 5 9 17 21 5 44.9 strict Cour 1998-99 13 12 5	1999-00 4 3 7 4 6 20 20 6 44.8 1999-00 19 14 5 11	0 6 10 3 5 19 21 10 45.5	0.0% 11.8% 6.6% 10.5% 18.4% 32.9% 15.8% 3.9% 15.8% 10.3% 16.1% 4.6%	0.0% 11.4% 8.6% 7.1% 15.7% 31.4% 21.4% 4.3%  Distr 1997-98 17.3% 12.3% 11.1% 8.6%	1998-99 0.0% 10.3% 5.9% 7.4% 13.2% 25.0% 30.9% 7.4%  ict Percenta 1998-99 16.0% 14.8% 6.2% 11.1%	1999-00 5.7% 4.3% 10.0% 5.7% 8.6% 28.6% 28.6% 8.6% 1999-00 20.7% 15.2% 5.4% 12.0%	0.0% 8.1% 13.5% 4.1% 6.8% 25.7% 28.4% 13.5% 2000-01 16.7% 15.6% 9.4% 12.5%

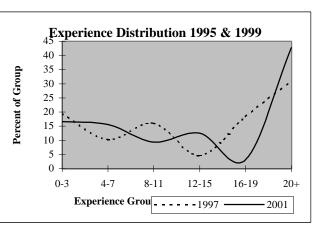
		Distri	ict Counts				D	istrict Rate	S	
Attrition	1996-97 19	97-98 19	998-99 19	99-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	9	7	3	8	-	9.0%	7.2%	3.1%	7.3%	-
Attrition from Transfers	3	1	0	4	-	3.0%	1.0%	0.0%	3.6%	-
Attrition from Exits	6	6	3	4	-	6.0%	6.2%	3.1%	3.6%	-
Teacher Attrition	9	6	3	7	-	10.3%	7.4%	3.7%	7.6%	-
Attrition from Transfers	3	1	0	4	-	3.4%	1.2%	0.0%	4.3%	-
Attrition from Exits	6	5	3	3	-	6.9%	6.2%	3.7%	3.3%	-
District Retention										
<b>Educator Retention</b>	91	90	94	102	-	91.0%	92.8%	96.9%	92.7%	-
Teacher Retention	78	75	78	85	-	89.7%	92.6%	96.3%	92.4%	-
										•
Teacher Retention		Distr	rict Rates				Statewic	le Rates	·	

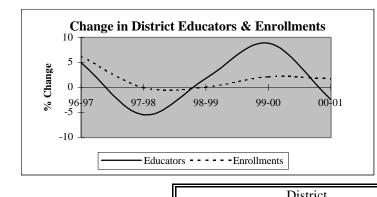
Teacher Retention	D:	District Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition		
New Entrants	75.9%	13.8%	10.3%		
1 Year of Experience	76.5%	11.8%	11.8%		
2 Years of Experience	81.3%	6.3%	12.5%		
3 Years of Experience	83.3%	5.6%	11.1%		
4 Years of Experience	83.3%	0.0%	16.7%		
5 Years of Experience	100.0%	0.0%	0.0%		

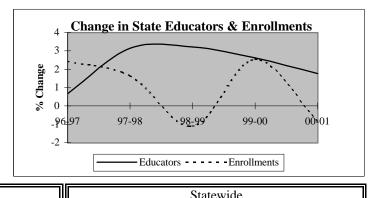
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ct Percent	ages			Statev	ide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	11.7%	13.3%	16.0%	19.1%	16.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.4%	7.6%	9.4%	7.3%	6.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	2.1%	0.0%	1.8%	0.9%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.0%	93.8%	94.8%	82.7%	88.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.9%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.0%	4.1%	5.2%	14.5%	10.4%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									
Student to Educator Ratio	15.9	16.8	16.5	15.5	16.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.1	19.1	18.8	17.5	18.4	19.2	18.8	18.1	18.0	17.6
Change in Educators	11	-13	4	20	-6	-	-	-	-	-
% Change in Educators	4.9%	-5.5%	1.8%	8.8%	-2.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	219	-2	-1	80	66	-	-	-	-	-
% Change in Enrollment:	6.2%	-0.1%	0.0%	2.1%	1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.4%	4.1%	4.4%	4.1%	3.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.5%	7.7%	7.5%	7.3%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.3%	2.5%	2.5%	2.3%	2.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	44.4%	50.0%	40.0%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.8	41.9	42.0	42.2	42.0	43.3	43.5	43.6	43.7	43.9
Average Experience	10.5	11.0	11.2	11.4	10.7	13.8	13.7	13.7	13.4	13.3
Average Salary	29,392	29,470	30,603	31,556	31,024	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.7%	2.9%	2.2%	2.0%	2.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.3%	75.5%	75.9%	75.2%	75.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	15.5%	13.8%	16.6%	13.8%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.6%	na	3.5%	2.9%	3.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.8%	1.8%	2.1%	1.9%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

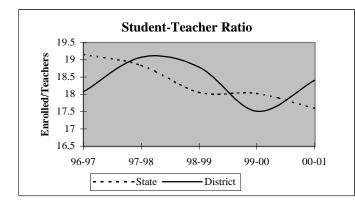
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	235	222	226	246	240		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	205	198	200	217	206		87.2%	89.2%	88.5%	88.2%	85.8%
Newly Hired	30	24	26	29	34		12.8%	10.8%	11.5%	11.8%	14.2%
Transfers In	2	3	1	5	2		6.7%	12.5%	3.8%	17.2%	5.9%
Reentrants	7	9	7	10	9		23.3%	37.5%	26.9%	34.5%	26.5%
First Time Educators	21	12	18	14	23		70.0%	50.0%	69.2%	48.3%	67.6%
Total Exiting Next Year	37	22	9	40	=		15.7%	9.9%	4.0%	16.3%	-
Transfers Out	9	0	4	4	-		24.3%	0.0%	44.4%	10.0%	-
Leave Tennessee Educ.	28	22	5	36	-		75.7%	100.0%	55.6%	90.0%	-

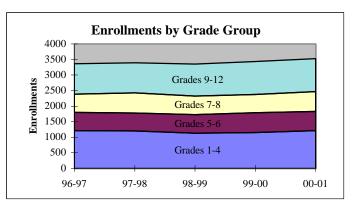
Dynamics Rates	District Rates								
District Attrition	15.7%	9.9%	4.0%	16.3%	-				
Transfers In/Out	0.22	nc	0.25	1.25	-				

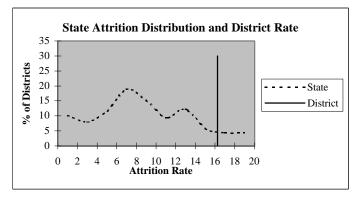
## District Report for: HICKMAN COUNTY

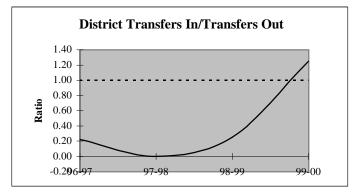
		Dis	trict Coun	ts	_	District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	235	222	226	246	240	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	8	9	10	10	9	3.4%	4.1%	4.4%	4.1%	3.8%	
Professional Staff	20	17	17	18	20	8.5%	7.7%	7.5%	7.3%	8.3%	
Total Teachers	207	196	199	218	211	88.1%	88.3%	88.1%	88.6%	87.9%	
Special Education	32	27	33	30	24	15.5%	13.8%	16.6%	13.8%	11.4%	
Pre-K & Kindergarten	16	13	13	14	15	7.7%	6.6%	6.5%	6.4%	7.1%	
Elementary (1-4)	66	68	68	77	78	31.9%	34.7%	34.2%	35.3%	37.0%	
Middle School (5-6)	18	19	18	22	23	8.7%	9.7%	9.0%	10.1%	10.9%	
Jr. High (7-8)	26	21	22	22	19	12.6%	10.7%	11.1%	10.1%	9.0%	
High School (9-12)	49	48	45	53	52	23.7%	24.5%	22.6%	24.3%	24.6%	
Business	4	4	4	4	4	8.2%	8.3%	8.9%	7.5%	7.7%	
Language Arts	8	5	6	9	7	16.3%	10.4%	13.3%	17.0%	13.5%	
Social Studies	5	3	1	4	4	10.2%	6.3%	2.2%	7.5%	7.7%	
Foreign Language	0	1	0	1	3	0.0%	2.1%	0.0%	1.9%	5.8%	
Mathematics	5	6	5	7	7	10.2%	12.5%	11.1%	13.2%	13.5%	
Science	4	4	3	4	4	8.2%	8.3%	6.7%	7.5%	7.7%	
Vocational Education	13	12	12	13	13	26.5%	25.0%	26.7%	24.5%	25.0%	
Other High School	10	13	14	11	10	20.4%	27.1%	31.1%	20.8%	19.2%	
Total Enrollments	3,741	3,739	3,738	3,818	3,884	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	3,741	3,739	3,738	3,818	3,884	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	297	277	303	308	301	7.9%	7.4%	8.1%	8.1%	7.7%
Grades 1-4	1,215	1,203	1,131	1,152	1,214	32.5%	32.2%	30.3%	30.2%	31.3%
Grades 5-6	583	580	599	634	614	15.6%	15.5%	16.0%	16.6%	15.8%
Grades 7-8	589	639	598	589	637	15.7%	17.1%	16.0%	15.4%	16.4%
Grades 9-12	977	972	1,023	1,061	1,057	26.1%	26.0%	27.4%	27.8%	27.2%
Ungraded	80	68	84	74	61	2.1%	1.8%	2.2%	1.9%	1.6%









District Percentages

District Counts

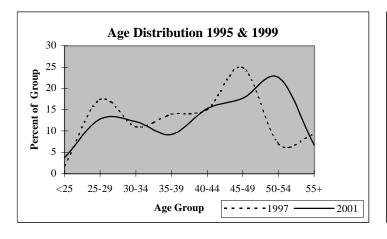
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	,,			<u>.                                    </u>		1				<u>,———)</u>
Administrative	7	8	9	9	8	3.3%	4.0%	4.4%	4.1%	3.8%
White - Females	2	4	5	4	3	28.6%	50.0%	55.6%	44.4%	37.5%
White - Males	5	4	4	5	5	71.4%	50.0%	44.4%	55.6%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	16	16	16	18	8.9%	8.0%	7.9%	7.2%	8.5%
White - Females	12	12	11	11	13	63.2%	75.0%	68.8%	68.8%	72.2%
White - Males	7	4	4	4	4	36.8%	25.0%	25.0%	25.0%	22.2%
Black - Females	0	0	1	1	1	0.0%	0.0%	6.3%	6.3%	5.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	188	175	178	196	187	87.9%	87.9%	87.7%	88.7%	87.8%
White - Females	144	135	140	153	145	76.6%	77.1%	78.7%	78.1%	77.5%
White - Males	37	35	34	39	38	19.7%	20.0%	19.1%	19.9%	20.3%
Black - Females	5	4	3	3	3	2.7%	2.3%	1.7%	1.5%	1.6%
Black - Males	2	1	1	1	1	1.1%	0.6%	0.6%	0.5%	0.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A an Distailmetica	District Counts						D: at	ni at Danaant		ī
Age Distribution	1006 07 1				2000.01	1006.07		rict Percent		2000.01
Teachers by Age Group		997-98	1998-99	1999-00	2000-01		1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	3	997-98	1998-99	1999-00	6	1.7%	1997-98 1.3%	1998-99	1999-00	3.7%
Teachers by Age Group Up to 24 25-29	3 30	997-98 2 28	1998-99 5 25	1999-00 6 26	6 21	1.7% 17.3%	1997-98 1.3% 17.7%	1998-99 3.1% 15.4%	1999-00 3.4% 14.9%	3.7% 12.8%
Teachers by Age Group Up to 24 25-29 30-34	3 30 19	997-98 2 28 13	1998-99 5 25 15	1999-00 6 26 16	6 21 20	1.7% 17.3% 11.0%	1.3% 17.7% 8.2%	3.1% 15.4% 9.3%	1999-00 3.4% 14.9% 9.1%	3.7% 12.8% 12.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39	3 30 19 24	997-98 2 28 13 19	1998-99 5 25 15 15	1999-00 6 26 16 17	6 21 20 15	1.7% 17.3% 11.0% 13.9%	1997-98 1.3% 17.7% 8.2% 12.0%	3.1% 15.4% 9.3% 9.3%	1999-00 3.4% 14.9% 9.1% 9.7%	3.7% 12.8% 12.2% 9.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	3 30 19 24 26	997-98 2 28 13 19 25	1998-99 5 25 15 15 28	1999-00 6 26 16 17 31	6 21 20 15 25	1.7% 17.3% 11.0% 13.9% 15.0%	1997-98 1.3% 17.7% 8.2% 12.0% 15.8%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7%	3.7% 12.8% 12.2% 9.1% 15.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	3 30 19 24 26 43	997-98 2 28 13 19 25 41	1998-99 5 25 15 15 28 36	1999-00 6 26 16 17 31 29	6 21 20 15 25 29	1.7% 17.3% 11.0% 13.9% 15.0% 24.9%	1997-98 1.3% 17.7% 8.2% 12.0% 15.8% 25.9%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	3 30 19 24 26 43 12	997-98 2 28 13 19 25 41 15	1998-99 5 25 15 15 28 36 23	1999-00 6 26 16 17 31 29 32	6 21 20 15 25 29 37	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9%	1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5%	3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	3 30 19 24 26 43	997-98 2 28 13 19 25 41	1998-99 5 25 15 15 28 36	1999-00 6 26 16 17 31 29	6 21 20 15 25 29	1.7% 17.3% 11.0% 13.9% 15.0% 24.9%	1997-98 1.3% 17.7% 8.2% 12.0% 15.8% 25.9%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	3 30 19 24 26 43 12	997-98 2 28 13 19 25 41 15	1998-99 5 25 15 15 28 36 23	1999-00 6 26 16 17 31 29 32	6 21 20 15 25 29 37	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9%	1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5%	3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	3 30 19 24 26 43 12 16	997-98 28 13 19 25 41 15 15	1998-99 5 25 15 15 28 36 23 15	1999-00 6 26 16 17 31 29 32 18	6 21 20 15 25 29 37 11	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9%	1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5%	3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	3 30 19 24 26 43 12 16	997-98 2 28 13 19 25 41 15 15	1998-99 5 25 15 15 28 36 23 15 42.0	1999-00 6 26 16 17 31 29 32 18 42.2	6 21 20 15 25 29 37 11	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9%	1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2% 9.3%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3% 10.3%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	3 30 19 24 26 43 12 16 40.8	997-98 2 28 13 19 25 41 15 15 41.9	1998-99 5 25 15 15 28 36 23 15 42.0	1999-00 6 26 16 17 31 29 32 18 42.2	6 21 20 15 25 29 37 11 42.0	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9% 9.2%	1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5% 9.5%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2% 9.3%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3% 10.3%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6% 6.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	3 30 19 24 26 43 12 16 40.8	997-98 2 28 13 19 25 41 15 15 41.9	1998-99 5 25 15 15 28 36 23 15 42.0	1999-00 6 26 16 17 31 29 32 18 42.2	6 21 20 15 25 29 37 11 42.0	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9% 9.2%	1997-98 1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5% 9.5% Distr	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2% 9.3%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3% 10.3%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6% 6.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	3 30 19 24 26 43 12 16 40.8	997-98 2 28 13 19 25 41 15 15 41.9 Di:	1998-99 5 25 15 15 28 36 23 15 42.0 strict Cour 1998-99	1999-00 6 26 16 17 31 29 32 18 42.2	6 21 20 15 25 29 37 11 42.0	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9% 9.2%	1997-98 1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5% 9.5% Distribution	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2% 9.3%  rict Percent 1998-99 28.1%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3% 10.3% ages 1999-00 25.2%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6% 6.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	3 30 19 24 26 43 12 16 40.8	997-98 2 28 13 19 25 41 15 15 41.9 Dis 997-98	1998-99 5 25 15 15 28 36 23 15 42.0 strict Cour 1998-99 56 39	1999-00 6 26 16 17 31 29 32 18 42.2 nts 1999-00 55 49	6 21 20 15 25 29 37 11 42.0 2000-01 59 40	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9% 9.2% 1996-97 34.3% 14.0%	1997-98 1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5% 9.5% 9.5% 1997-98 31.1% 16.8%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2% 9.3% rict Percent 1998-99 28.1% 19.6%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3% 10.3% ages 1999-00 25.2% 22.5%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6% 6.7%  2000-01  28.0% 19.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	3 30 19 24 26 43 12 16 40.8	997-98 2 28 13 19 25 41 15 15 41.9 Dis 997-98 61 33 20	1998-99 5 25 15 15 28 36 23 15 42.0 strict Cour 1998-99 56 39 23	1999-00 6 26 16 17 31 29 32 18 42.2 nts 1999-00 55 49 25	6 21 20 15 25 29 37 11 42.0 2000-01 59 40 32	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9% 9.2%  1996-97  34.3% 14.0% 13.5%	1997-98 1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5% 9.5% 9.5% 1997-98 31.1% 16.8% 10.2%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2% 9.3% rict Percent 1998-99 28.1% 19.6% 11.6%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3% 10.3%  ages 1999-00 25.2% 22.5% 11.5%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6% 6.7%  2000-01 28.0% 19.0% 15.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	3 30 19 24 26 43 12 16 40.8	997-98  2 28 13 19 25 41 15 15 41.9  Dis 997-98  61 33 20 21	1998-99 5 25 15 15 28 36 23 15 42.0 strict Cour 1998-99 56 39 23 19	1999-00 6 26 16 17 31 29 32 18 42.2 nts 1999-00 55 49 25 24	6 21 20 15 25 29 37 11 42.0 2000-01 59 40 32 23	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9% 9.2%  1996-97 34.3% 14.0% 13.5% 7.7%	1997-98 1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5% 9.5% 9.5% 31.1% 16.8% 10.2% 10.7%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2% 9.3%  rict Percent 1998-99 28.1% 19.6% 11.6% 9.5%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3% 10.3%  ages 1999-00 25.2% 22.5% 11.5% 11.0%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6% 6.7%  2000-01  28.0% 19.0% 15.2% 10.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	3 30 19 24 26 43 12 16 40.8 1996-97 1 71 29 28 16 18	997-98  2 28 13 19 25 41 15 15 41.9  Dis 997-98  61 33 20 21 15	1998-99  5 25 15 15 28 36 23 15 42.0  strict Cour 1998-99  56 39 23 19 16	1999-00 6 26 16 17 31 29 32 18 42.2 nts 1999-00 55 49 25 24 13	6 21 20 15 25 29 37 11 42.0 2000-01 59 40 32 23 13	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9% 9.2%  1996-97 34.3% 14.0% 13.5% 7.7% 8.7%	1997-98  1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5% 9.5%  Distr 1997-98  31.1% 16.8% 10.2% 10.7% 7.7%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2% 9.3%  rict Percent 1998-99 28.1% 19.6% 11.6% 9.5% 8.0%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3% 10.3%  ages 1999-00 25.2% 22.5% 11.0% 6.0%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6% 6.7%  2000-01  28.0% 19.0% 15.2% 10.9% 6.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	3 30 19 24 26 43 12 16 40.8	997-98  2 28 13 19 25 41 15 15 41.9  Dis 997-98  61 33 20 21	1998-99 5 25 15 15 28 36 23 15 42.0 strict Cour 1998-99 56 39 23 19	1999-00 6 26 16 17 31 29 32 18 42.2 nts 1999-00 55 49 25 24	6 21 20 15 25 29 37 11 42.0 2000-01 59 40 32 23	1.7% 17.3% 11.0% 13.9% 15.0% 24.9% 6.9% 9.2%  1996-97 34.3% 14.0% 13.5% 7.7%	1997-98 1.3% 17.7% 8.2% 12.0% 15.8% 25.9% 9.5% 9.5% 9.5% 31.1% 16.8% 10.2% 10.7%	1998-99 3.1% 15.4% 9.3% 9.3% 17.3% 22.2% 14.2% 9.3%  rict Percent 1998-99 28.1% 19.6% 11.6% 9.5%	1999-00 3.4% 14.9% 9.1% 9.7% 17.7% 16.6% 18.3% 10.3%  ages 1999-00 25.2% 22.5% 11.5% 11.0%	3.7% 12.8% 12.2% 9.1% 15.2% 17.7% 22.6% 6.7%  2000-01  28.0% 19.0% 15.2% 10.9%

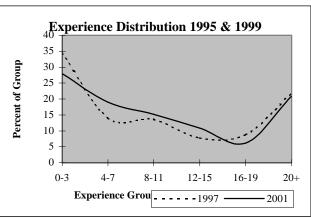
		Dis	trict Count	ts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	37	22	9	40	-	ľ	15.7%	9.9%	4.0%	16.3%	-
Attrition from Transfers	9	0	4	4	-		3.8%	0.0%	1.8%	1.6%	-
Attrition from Exits	28	22	5	36	-		11.9%	9.9%	2.2%	14.6%	-
Teacher Attrition	30	21	9	37	-		14.5%	10.7%	4.5%	17.0%	-
Attrition from Transfers	8	0	4	4	-		3.9%	0.0%	2.0%	1.8%	-
Attrition from Exits	22	21	5	33	-		10.6%	10.7%	2.5%	15.1%	-
District Retention											
<b>Educator Retention</b>	198	200	217	206	-		84.3%	90.1%	96.0%	83.7%	-
Teacher Retention	177	175	190	181	-		85.5%	89.3%	95.5%	83.0%	-

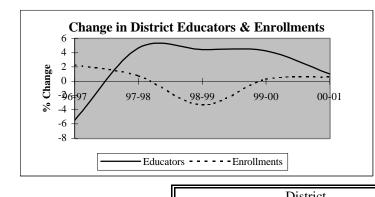
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	85.5%	4.8%	9.6%
1 Year of Experience	81.0%	2.4%	16.7%
2 Years of Experience	80.8%	5.5%	13.7%
3 Years of Experience	81.7%	5.6%	12.7%
4 Years of Experience	82.0%	4.9%	13.1%
5 Years of Experience	87.0%	4.3%	8.7%

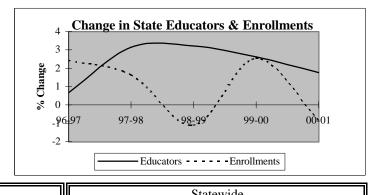
-	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages				Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996	-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											•
Race	16.3%	20.8%	25.1%	26.0%	25.4%	8	3.7%	12.8%	16.1%	18.9%	19.5%
Sex	7.2%	10.4%	14.9%	13.8%	9.6%	4	.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.4%	0.0%	1.3%	0.8%	0.4%	1	.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	87.7%	89.6%	87.2%	89.0%	86.3%	90	0.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.5%	0.4%	0.0%	0.0%	C	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.9%	9.9%	11.1%	10.2%	13.3%	8	3.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	17.3	16.7	15.5	14.9	14.8	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	21.6	20.0	19.1	18.2	17.9	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-5	4	4	4	1	-	-	-	-	-	
% Change in Educators	-5.5%	4.7%	4.4%	4.3%	1.0%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	33	11	-50	4	9	-	-	-	-	-	
% Change in Enrollment	2.3%	0.7%	-3.3%	0.3%	0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.8%	5.6%	6.4%	5.1%	5.1%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	14.0%	11.1%	12.8%	13.3%	12.1%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.4%	2.3%	2.2%	3.2%	2.1%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	20.0%	40.0%	50.0%	60.0%	60.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	40.9	41.4	42.4	42.2	43.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.8	12.1	12.7	12.5	13.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,150	30,194	31,802	32,418	31,754	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	3.1%	2.8%	2.8%	3.9%	2.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	84.1%	82.7%	82.9%	82.5%	84.1%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.1%	9.3%	9.2%	8.8%	11.0%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	5.6%	na	10.1%	4.4%	6.3%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.8%	1.4%	2.5%	1.2%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%	

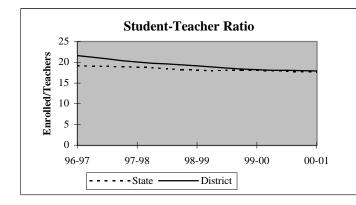
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	86	90	94	98	99		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	77	82	90	88	91		89.5%	91.1%	95.7%	89.8%	91.9%
Newly Hired	9	8	4	10	8	E	10.5%	8.9%	4.3%	10.2%	8.1%
Transfers In	0	2	4	4	2		0.0%	25.0%	100.0%	40.0%	25.0%
Reentrants	3	2	0	2	4		33.3%	25.0%	0.0%	20.0%	50.0%
First Time Educators	6	4	0	4	2		66.7%	50.0%	0.0%	40.0%	25.0%
Total Exiting Next Year	4	0	6	7	-	E	4.7%	0.0%	6.4%	7.1%	-
Transfers Out	2	0	4	3	-	-	50.0%	0.0%	66.7%	42.9%	-
Leave Tennessee Educ.	2	0	2	4	-		50.0%	0.0%	33.3%	57.1%	-

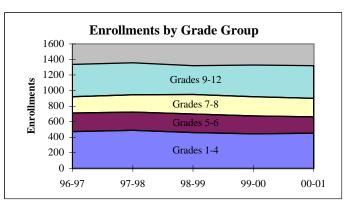
Dynamics Rates	District Rates									
District Attrition	4.7%	0.0%	6.4%	7.1%	-					
Transfers In/Out	0.00	nc	1.00	1.33	-					

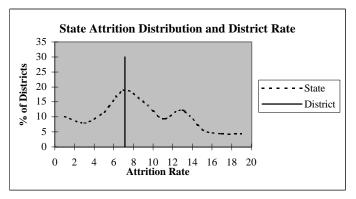
## District Report for: HOUSTON COUNTY

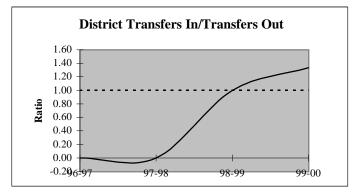
		Dist	rict Count	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	86	90	94	98	99	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	5	5	6	5	5	5.8%	5.6%	6.4%	5.1%	5.1%	
Professional Staff	12	10	12	13	12	14.0%	11.1%	12.8%	13.3%	12.1%	
Total Teachers	69	75	76	80	82	80.2%	83.3%	80.9%	81.6%	82.8%	
Special Education	7	7	7	7	9	10.1%	9.3%	9.2%	8.8%	11.0%	
Pre-K & Kindergarten	4	5	5	5	5	5.8%	6.7%	6.6%	6.3%	6.1%	
Elementary (1-4)	26	27	25	27	27	37.7%	36.0%	32.9%	33.8%	32.9%	
Middle School (5-6)	8	9	10	11	10	11.6%	12.0%	13.2%	13.8%	12.2%	
Jr. High (7-8)	5	6	7	8	8	7.2%	8.0%	9.2%	10.0%	9.8%	
High School (9-12)	19	21	22	22	23	27.5%	28.0%	28.9%	27.5%	28.0%	
Business	1	1	1	1	1	5.3%	4.8%	4.5%	4.5%	4.3%	
Language Arts	4	3	3	3	4	21.1%	14.3%	13.6%	13.6%	17.4%	
Social Studies	2	2	2	2	2	10.5%	9.5%	9.1%	9.1%	8.7%	
Foreign Language	1	1	1	1	1	5.3%	4.8%	4.5%	4.5%	4.3%	
Mathematics	2	2	3	3	3	10.5%	9.5%	13.6%	13.6%	13.0%	
Science	2	4	4	2	3	10.5%	19.0%	18.2%	9.1%	13.0%	
Vocational Education	2	2	2	3	3	10.5%	9.5%	9.1%	13.6%	13.0%	
Other High School	5	6	6	7	6	26.3%	28.6%	27.3%	31.8%	26.1%	
Total Enrollments	1,492	1,503	1,453	1,457	1,466	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	1,492	1,503	1,453	1,457	1,466	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	136	125	116	111	131	9.1%	8.3%	8.0%	7.6%	8.9%
Grades 1-4	474	491	459	446	454	31.8%	32.7%	31.6%	30.6%	31.0%
Grades 5-6	238	231	240	230	209	16.0%	15.4%	16.5%	15.8%	14.3%
Grades 7-8	208	226	252	247	236	13.9%	15.0%	17.3%	17.0%	16.1%
Grades 9-12	417	409	368	405	423	27.9%	27.2%	25.3%	27.8%	28.9%
Ungraded	19	21	18	18	13	1.3%	1.4%	1.2%	1.2%	0.9%









		Distr	ict Count	S		District Percentages				
Profile by	1996-97 1				000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender	<u>  </u>					<u> </u>			<u> </u>	
Administrative	5	5	6	5	5	6.1%	5.8%	6.7%	5.3%	5.2%
White - Females	1	2	3	3	3	20.0%	40.0%	50.0%	60.0%	60.0%
White - Males	4	3	3	2	2	80.0%	60.0%	50.0%	40.0%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	10	12	13	12	14.6%	11.6%	13.3%	13.8%	12.5%
White - Females	8	8	9	10	9	66.7%	80.0%	75.0%	76.9%	75.0%
White - Males	4	2	3	3	3	33.3%	20.0%	25.0%	23.1%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	65	71	72	76	79	79.3%	82.6%	80.0%	80.9%	82.3%
White - Females	55	59	60	62	66	84.6%	83.1%	83.3%	81.6%	83.5%
White - Males	8	10	10	11	11	12.3%	14.1%	13.9%	14.5%	13.9%
Black - Females	2	2	2	2	2	3.1%	2.8%	2.8%	2.6%	2.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	1.3%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution			ict Count			10		ict Percenta		
Teachers by Age Group	1996-97 1	Distr 997-98 1		s 999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1996-97 19				000-01	3.3%	1997-98	1998-99 0.0%	1999-00	1.4%
Teachers by Age Group Up to 24 25-29	<u></u>	997-98 1 1 8	998-99 1 0 6	999-00 2 1 7		3.3% 14.8%	1997-98 1.5% 11.9%	1998-99 0.0% 9.0%	1999-00 1.4% 9.9%	1.4% 8.1%
Teachers by Age Group Up to 24 25-29 30-34	2 9 8	997-98 1 1 8 13	998-99 1	999-00 2 1 7 14	1 6 15	3.3% 14.8% 13.1%	1997-98 1.5% 11.9% 19.4%	1998-99 0.0% 9.0% 19.4%	1999-00 1.4% 9.9% 19.7%	1.4% 8.1% 20.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39	2 9 8 3	997-98 1 8 13 3	998-99 1 0 6 13 6	999-00 2 1 7 14 7	1 6 15 8	3.3% 14.8% 13.1% 4.9%	1.5% 11.9% 19.4% 4.5%	1998-99 0.0% 9.0% 19.4% 9.0%	1999-00 1.4% 9.9% 19.7% 9.9%	1.4% 8.1% 20.3% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	2 9 8 3 12	997-98 1 8 13 3 12	998-99 1 0 6 13 6 12	999-00 2 1 7 14 7 8	1 6 15 8 8	3.3% 14.8% 13.1% 4.9% 19.7%	1.5% 11.9% 19.4% 4.5% 17.9%	0.0% 9.0% 19.4% 9.0% 17.9%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3%	1.4% 8.1% 20.3% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 9 8 3 12 16	997-98 1 8 13 3 12 15	998-99 1 0 6 13 6 12 14	999-00 2 1 7 14 7 8 17	1 6 15 8 8 12	3.3% 14.8% 13.1% 4.9% 19.7% 26.2%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 9 8 3 12 16 5	997-98 1 8 13 3 12 15 7	998-99 1 0 6 13 6 12 14 8	999-00 2 1 7 14 7 8 17 10	1 6 15 8 8 12 15	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2% 20.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 9 8 3 12 16	997-98 1 8 13 3 12 15	998-99 1 0 6 13 6 12 14	999-00 2 1 7 14 7 8 17	1 6 15 8 8 12	3.3% 14.8% 13.1% 4.9% 19.7% 26.2%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 9 8 3 12 16 5	997-98 1 8 13 3 12 15 7	998-99 1 0 6 13 6 12 14 8	999-00 2 1 7 14 7 8 17 10	1 6 15 8 8 12 15	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2% 20.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 9 8 3 12 16 5 6	997-98 1 8 13 3 12 15 7 8	998-99 1 0 6 13 6 12 14 8 8	999-00 2 1 7 14 7 8 17 10 7	1 6 15 8 8 12 15 9	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2% 20.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 9 8 3 12 16 5 6	997-98 1 8 13 3 12 15 7 8	998-99 1 0 6 13 6 12 14 8 8	999-00 2 1 7 14 7 8 17 10 7	1 6 15 8 8 12 15 9	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2% 20.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 9 8 3 12 16 5 6	997-98 1 8 13 3 12 15 7 8 41.4	998-99 1 0 6 13 6 12 14 8 8	999-00 2 1 7 14 7 8 17 10 7 42.2	1 6 15 8 8 12 15 9	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4% 11.9%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9%	1999-00   1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1% 9.9%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2% 20.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	2 9 8 3 12 16 5 6	997-98 1 8 13 3 12 15 7 8 41.4	998-99 1 0 6 13 6 12 14 8 8 42.4	999-00 2 1 7 14 7 8 17 10 7 42.2	1 6 15 8 8 12 15 9 43.1	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4% 11.9%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9%	1999-00   1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1% 9.9%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2% 20.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	2 9 8 3 12 16 5 6 40.9	997-98 1 8 13 3 12 15 7 8 41.4	998-99 1 0 6 13 6 12 14 8 8 42.4	999-00 2 1 7 14 7 8 17 10 7 42.2	1 6 15 8 8 12 15 9 43.1	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2% 9.8%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4% 11.9%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1% 9.9%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2% 20.3% 12.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	2 9 8 3 12 16 5 6 40.9	997-98 1	998-99 1 0 6 13 6 12 14 8 8 42.4	999-00 2 1 7 14 7 8 17 10 7 42.2	1 6 15 8 8 12 15 9 43.1	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2% 9.8%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4% 11.9%  Distr	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9% 11.9%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1% 9.9%	1.4% 8.1% 20.3% 10.8% 16.2% 20.3% 12.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	2 9 8 3 12 16 5 6 40.9	997-98 1 8 13 3 12 15 7 8 41.4 Distr 997-98 1	998-99 1 0 6 13 6 12 14 8 8 42.4 sict Count:	999-00 2 1 7 14 7 8 17 10 7 42.2	1 6 15 8 8 12 15 9 43.1	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2% 9.8%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4% 11.9%  Distr 1997-98 24.0%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9% 11.9% ict Percenta 1998-99	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1% 9.9%	1.4% 8.1% 20.3% 10.8% 16.2% 20.3% 12.2% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	2 9 8 3 12 16 5 6 40.9	997-98 1 8 13 3 12 15 7 8 41.4 Distr	998-99 1 0 6 13 6 12 14 8 8 42.4 sict Count: 998-99 1 13 16	999-00 2 1 7 14 7 8 17 10 7 42.2	1 6 15 8 8 12 15 9 43.1	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2% 9.8%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4% 11.9%  Distr 1997-98	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9% 11.9%  ict Percenta 1998-99 17.1% 21.1%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1% 9.9%	1.4% 8.1% 20.3% 10.8% 16.2% 20.3% 12.2% 2000-01 19.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 9 8 3 12 16 5 6 40.9	997-98 1 8 13 3 12 15 7 8 41.4 Distr 997-98 1 18 13 10	998-99 1 0 6 13 6 12 14 8 8 42.4 sict Count: 998-99 1 13 16 12	999-00 2 1 7 14 7 8 17 10 7 42.2 s 999-00 2 18 14 9	1 6 15 8 8 12 15 9 43.1	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2% 9.8% 1996-97 24.6% 15.9% 13.0%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4% 11.9%  Distr 1997-98 24.0% 17.3% 13.3%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9% 11.9%  ict Percenta 1998-99 17.1% 21.1% 15.8%	1999-00 1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1% 9.9% 122.5% 17.5% 11.3%	1.4% 8.1% 20.3% 10.8% 16.2% 20.3% 12.2% 2000-01 19.5% 19.5% 12.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 9 8 3 12 16 5 6 40.9	997-98 1 8 13 3 12 15 7 8 41.4 Distr 997-98 1 18 13 10 9	998-99 1 0 6 13 6 12 14 8 8 42.4 sict Count: 998-99 1 13 16 12 8	999-00 2 1 7 14 7 8 17 10 7 42.2 s 999-00 2 18 14 9 10	1 6 15 8 8 12 15 9 43.1	3.3% 14.8% 13.1% 4.9% 19.7% 26.2% 8.2% 9.8% 1996-97 24.6% 15.9% 13.0% 10.1%	1.5% 11.9% 19.4% 4.5% 17.9% 22.4% 10.4% 11.9%  Distr 1997-98 24.0% 17.3% 13.3% 12.0%	0.0% 9.0% 19.4% 9.0% 17.9% 20.9% 11.9% 11.9% 11.9% 15.8% 10.5%	1999-00   1.4% 9.9% 19.7% 9.9% 11.3% 23.9% 14.1% 9.9% 12.5%	1.4% 8.1% 20.3% 10.8% 10.8% 16.2% 20.3% 12.2% 2000-01 19.5% 19.5% 12.2% 9.8%

Average Experience

11.8

12.1

12.5

13.3

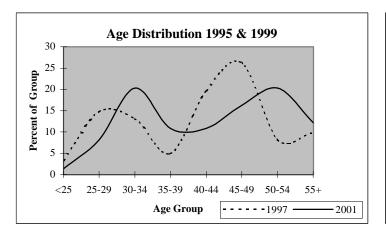
12.7

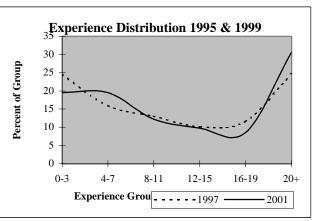
		District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	4	0	6	7	-		4.7%	0.0%	6.4%	7.1%	-		
Attrition from Transfers	2	0	4	3	-	-	2.3%	0.0%	4.3%	3.1%	-		
Attrition from Exits	2	0	2	4	-		2.3%	0.0%	2.1%	4.1%	-		
Teacher Attrition	1	0	5	7	-		1.4%	0.0%	6.6%	8.8%	-		
Attrition from Transfers	0	0	3	3	-		0.0%	0.0%	3.9%	3.8%	-		
Attrition from Exits	1	0	2	4	-		1.4%	0.0%	2.6%	5.0%	-		
District Retention													
<b>Educator Retention</b>	82	90	88	91	-		95.3%	100.0%	93.6%	92.9%	-		
Teacher Retention	68	75	71	73	-		98.6%	100.0%	93.4%	91.3%	-		

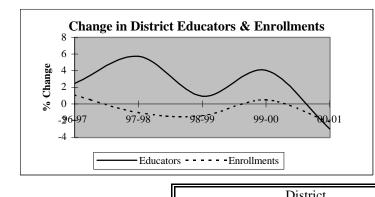
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	63.6%	18.2%	18.2%					
1 Year of Experience	94.4%	5.6%	0.0%					
2 Years of Experience	88.0%	4.0%	8.0%					
3 Years of Experience	95.0%	0.0%	5.0%					
4 Years of Experience	94.4%	5.6%	0.0%					
5 Years of Experience	81.8%	0.0%	18.2%					

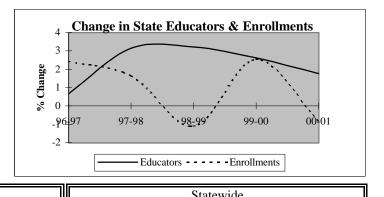
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages					`	Statev	vide Percen	ıtages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-9	7 199	97-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	12.0%	14.6%	11.8%	17.0%	16.3%	8.7	%	12.8%	16.1%	18.9%	19.5%
Sex	7.0%	10.4%	8.2%	12.0%	11.5%	4.6	%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.2%	0.0%	1.1%	1.0%	0.0%	1.1	%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.4%	93.3%	98.9%	92.9%	91.9%	90.2	%	39.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	2.0%	0.1	%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.5%	6.7%	0.0%	6.1%	6.1%	8.6	%	9.3%	9.4%	11.0%	10.3%









Ī			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicators	s										
Student to Educator Ratio	15.8	14.8	14.5	14.0	14.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.6	17.5	16.8	16.2	16.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	5	12	2	9	-7	-	-	-	-	-	
% Change in Educators	2.5%	5.7%	0.9%	4.0%	-3.0%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	35	-34	-47	16	-70	-	-	-	-	-	
% Change in Enrollment	1.1%	-1.0%	-1.4%	0.5%	-2.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	0.0%	4.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.8%	5.4%	5.4%	5.2%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.0%	10.0%	8.5%	8.6%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.5%	2.3%	1.9%	1.8%	1.9%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	10.0%	8.3%	8.3%	8.3%	8.3%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	50.0%	50.0%	50.0%	50.0%	41.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.1	41.4	41.6	41.1	41.3	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.7	12.4	12.5	11.7	12.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,682	30,350	32,138	33,246	33,593	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.8%	1.7%	1.1%	1.1%	1.1%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	77.5%	78.1%	80.7%	78.0%	78.1%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.9%	7.0%	7.8%	8.5%	7.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	4.9%	na	4.6%	4.4%	5.0%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.3%	1.2%	0.9%	1.2%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%	

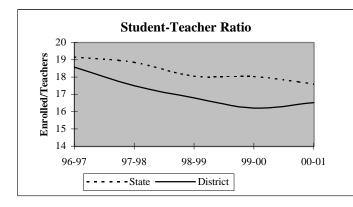
		Dis	strict Cou	nts			Distr	ict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	209	221	223	232	225	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	193	196	200	204	204	92.3%	88.7%	89.7%	87.9%	90.7%
Newly Hired	16	25	23	28	21	7.7%	11.3%	10.3%	12.1%	9.3%
Transfers In	1	7	4	4	3	6.3%	28.0%	17.4%	14.3%	14.3%
Reentrants	9	5	8	6	8	56.3%	20.0%	34.8%	21.4%	38.1%
First Time Educators	6	13	11	18	10	37.5%	52.0%	47.8%	64.3%	47.6%
Total Exiting Next Year	13	21	19	28	-	6.2%	9.5%	8.5%	12.1%	-
Transfers Out	3	14	5	8	=	23.1%	66.7%	26.3%	28.6%	=
Leave Tennessee Educ.	10	7	14	20	-	76.9%	33.3%	73.7%	71.4%	-

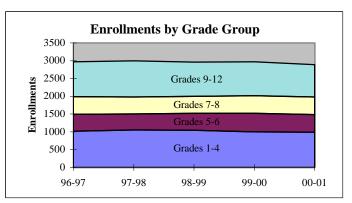
Dynamics Rates		District Rates								
District Attrition	6.2%	9.5%	8.5%	12.1%	-					
Transfers In/Out	0.33	0.50	0.80	0.50	-					

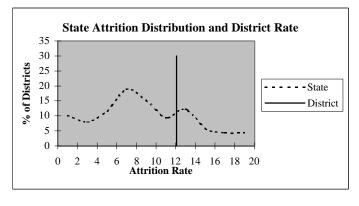
## District Report for: HUMPHREYS COUNTY

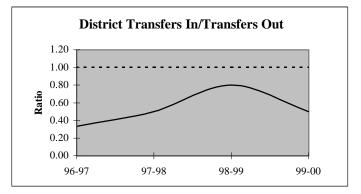
		Dis	trict Coun	ts	District Percentages					
Profile by Position	1996-97 1	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	209	221	223	232	225	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	12	12	12	12	4.8%	5.4%	5.4%	5.2%	5.3%
Professional Staff	21	22	19	20	21	10.0%	10.0%	8.5%	8.6%	9.3%
Total Teachers	178	187	192	200	192	85.2%	84.6%	86.1%	86.2%	85.3%
Special Education	14	13	15	17	14	7.9%	7.0%	7.8%	8.5%	7.3%
Pre-K & Kindergarten	14	15	14	18	16	7.9%	8.0%	7.3%	9.0%	8.3%
Elementary (1-4)	67	69	72	69	72	37.6%	36.9%	37.5%	34.5%	37.5%
Middle School (5-6)	22	22	23	25	22	12.4%	11.8%	12.0%	12.5%	11.5%
Jr. High (7-8)	12	15	15	14	17	6.7%	8.0%	7.8%	7.0%	8.9%
High School (9-12)	49	53	53	57	51	27.5%	28.3%	27.6%	28.5%	26.6%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	5	7	8	6	7	10.2%	13.2%	15.1%	10.5%	13.7%
Social Studies	7	6	6	7	7	14.3%	11.3%	11.3%	12.3%	13.7%
Foreign Language	3	2	2	4	2	6.1%	3.8%	3.8%	7.0%	3.9%
Mathematics	5	7	8	7	7	10.2%	13.2%	15.1%	12.3%	13.7%
Science	6	6	6	6	6	12.2%	11.3%	11.3%	10.5%	11.8%
Vocational Education	13	13	11	15	12	26.5%	24.5%	20.8%	26.3%	23.5%
Other High School	10	12	12	12	10	20.4%	22.6%	22.6%	21.1%	19.6%
Total Enrollments	3,305	3,271	3,224	3,240	3,170	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	3,305	3,271	3,224	3,240	3,170	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	285	239	229	232	244	8.6%	7.3%	7.1%	7.2%	7.7%
Grades 1-4	1,021	1,052	1,044	997	987	30.9%	32.2%	32.4%	30.8%	31.1%
Grades 5-6	477	455	479	526	496	14.4%	13.9%	14.9%	16.2%	15.6%
Grades 7-8	492	470	476	488	495	14.9%	14.4%	14.8%	15.1%	15.6%
Grades 9-12	982	1,017	958	959	913	29.7%	31.1%	29.7%	29.6%	28.8%
Ungraded	48	38	38	38	35	1.5%	1.2%	1.2%	1.2%	1.1%









			rict Coun				Distr	rict Percenta	iges		
Profile by	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender						<u> </u>			<u> </u>		
Administrative	10	12	12	12	12	5.0%	5.6%	5.6%	5.5%	5.6%	
White - Females	5	6	6	6	5	50.0%	50.0%	50.0%	50.0%	41.7%	
White - Males	4	5	5	5	6	40.0%	41.7%	41.7%	41.7%	50.0%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	1	1	1	1	1	10.0%	8.3%	8.3%	8.3%	8.3%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	21	22	19	20	21	10.4%	10.3%	8.9%	9.1%	9.7%	
White - Females	15	16	13	13	14	71.4%	72.7%	68.4%	65.0%	66.7%	
White - Males	5	5	5	6	6	23.8%	22.7%	26.3%	30.0%	28.6%	
Black - Females	1	1	1	1	1	4.8%	4.5%	5.3%	5.0%	4.8%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	171	179	183	188	183	84.7%	84.0%	85.5%	85.5%	84.7%	
White - Females	132	140	149	150	146	77.2%	78.2%	81.4%	79.8%	79.8%	
White - Males	36	36	32	36	35	21.1%	20.1%	17.5%	19.1%	19.1%	
Black - Females	2	2	2	2	1	1.2%	1.1%	1.1%	1.1%	0.5%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	1	1 0	$0 \\ 0$	0 0	0	0.6%	0.6% 0.0%	0.0%	0.0%	0.0%	
Other - Males	U	U	U	U	1	0.0%	0.0%	0.0%	0.0%	0.5%	
Age Distribution		Dist	rict Coun	ts		District Percentages					
Teachers by Age Group	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	2	3	2	4	4	1.2%	1.7%	1.2%	2.3%	2.4%	
25-29	28	24	26	29	23	17.2%	14.0%	15.1%	16.8%	13.5%	
30-34	21	29	31	29	33	12.9%	16.9%	18.0%	16.8%	19.4%	
35-39	19	20	21	21	23	11.7%	11.6%	12.2%	12.1%	13.5%	
40-45	25	24	17	20	15	15.3%	14.0%	9.9%	11.6%	8.8%	
45-49	32	28	28	22	25	19.6%	16.3%	16.3%	12.7%	14.7%	
50-54	20	24	23	29	29	12.3%	14.0%	13.4%	16.8%	17.1%	
55+	16	20	24	19	18	9.8%	11.6%	14.0%	11.0%	10.6%	
Average Age	41.1	41.4	41.6	41.1	41.3						
Experience Distribution		Diet	rict Coun	te			Dietr	rict Percenta	nges	<del></del> 1	
Teachers by Experience	1996-97 1				2000 01	1996-97	1997-98		1999-00	2000.01	
• •	<u> </u>						!		4,6		
0-3 Years	42	52 24	47 32	54 37	38	23.6%	27.8%	24.5%	27.0%	19.8%	
4-7 Years	30	24	32	37	42	16.9%	12.8%	16.7%	18.5%	21.9%	
8-11 Years 12-15 Years	20	21 17	23 21	22 19	29 18	11.2% 6.7%	11.2%	12.0% 10.9%	11.0%	15.1%	
12-15 Years 16-19 Years	12 26	25	21 14	13	18 11		9.1%	7.3%	9.5% 6.5%	9.4% 5.7%	
20+ Years	48	23 48	55	13 55	54	14.6% 27.0%	13.4% 25.7%	7.5% 28.6%	6.5% 27.5%	28.1%	
20+ 1 cais	40	40	33	33	34	27.0%	43.170	20.070	41.370	20.170	

Average Experience

12.7

12.4

11.7

12.3

12.5

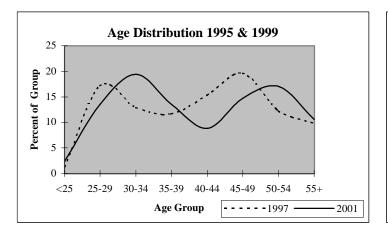
# District Report for: HUMPHREYS COUNTY

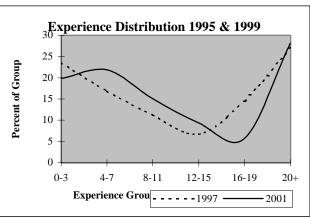
		Dist	rict Count	ts		District Rates					
Attrition	1996-97	997-98	1998-99	1999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	13	21	19	28	-	6.2%	9.5%	8.5%	12.1%	-	
Attrition from Transfers	3	14	5	8	-	1.4%	6.3%	2.2%	3.4%	-	
Attrition from Exits	10	7	14	20	-	4.8%	3.2%	6.3%	8.6%	-	
Teacher Attrition	13	17	18	27	-	7.3%	9.1%	9.4%	13.5%	-	
Attrition from Transfers	3	13	5	8	-	1.7%	7.0%	2.6%	4.0%	-	
Attrition from Exits	10	4	13	19	-	5.6%	2.1%	6.8%	9.5%	-	
District Retention											
<b>Educator Retention</b>	196	200	204	204	-	93.8%	90.5%	91.5%	87.9%	-	
Teacher Retention	165	170	174	173	-	92.7%	90.9%	90.6%	86.5%	-	

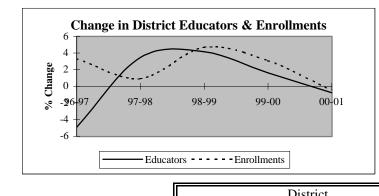
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	80.0%	7.7%	12.3%
1 Year of Experience	85.1%	6.0%	9.0%
2 Years of Experience	81.7%	10.0%	8.3%
3 Years of Experience	82.4%	7.8%	9.8%
4 Years of Experience	83.7%	4.7%	11.6%
5 Years of Experience	92.3%	0.0%	7.7%

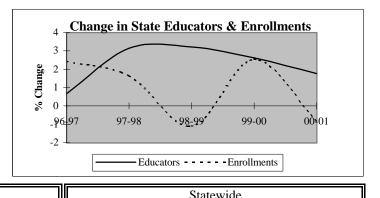
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distr	ict Percen	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses											
Race	8.7%	13.7%	16.7%	20.7%	17.8%	8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.4%	10.4%	12.6%	12.1%	8.0%	4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment											
% Increment by 0	0.0%	0.5%	0.0%	0.4%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	92.8%	91.4%	91.0%	88.4%	92.0%	90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.4%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	7.2%	8.1%	8.5%	10.8%	8.0%	8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s									<del></del> _	
Student to Educator Ratio	14.0	13.7	13.8	14.0	14.0	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.0	16.6	16.9	17.2	16.8	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-6	4	5	2	-1	-	-	-	-	-	
% Change in Educators	-4.9%	3.4%	4.2%	1.6%	-0.8%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	52	15	77	53	-8	-	-	-	-	-	
% Change in Enrollment:	3.3%	0.9%	4.7%	3.1%	-0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	2.6%	1.7%	1.6%	1.6%	10.3%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.3%	4.2%	4.0%	4.7%	3.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	12.9%	13.3%	14.4%	14.2%	13.5%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	40.0%	40.0%	40.0%	16.7%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.2	41.6	42.4	42.9	42.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.0	14.3	14.7	15.5	15.7	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,939	30,958	31,690	32,439	31,087	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	82.3%	80.8%	78.4%	77.7%	80.0%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.4%	10.1%	10.8%	10.7%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	0.2%	na	0.5%	0.6%	0.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.7%	1.6%	1.3%	1.6%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%	

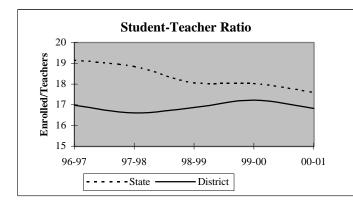
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-9	97	1997-98	1998-99	1999-00	2000-01
Total Workforce	116	120	125	127	126	100.0	)%	100.0%	100.0%	100.0%	100.0%
Retained Educators	113	110	118	118	113	97.4	1%	91.7%	94.4%	92.9%	89.7%
Newly Hired	3	10	7	9	13	2.0	5%	8.3%	5.6%	7.1%	10.3%
Transfers In	1	1	0	3	2	33.3	3%	10.0%	0.0%	33.3%	15.4%
Reentrants	1	5	5	2	6	33.3	3%	50.0%	71.4%	22.2%	46.2%
First Time Educators	1	4	2	4	5	33.3	3%	40.0%	28.6%	44.4%	38.5%
Total Exiting Next Year	6	2	7	14	-	5.2	2%	1.7%	5.6%	11.0%	-
Transfers Out	0	1	3	3	-	0.0	)%	50.0%	42.9%	21.4%	-
Leave Tennessee Educ.	6	1	4	11	-	100.0	)%	50.0%	57.1%	78.6%	-

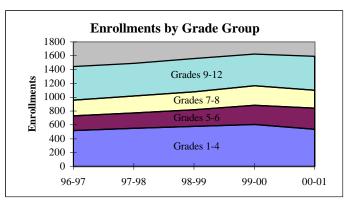
Dynamics Rates	District Rates						
District Attrition	5.2%	1.7%	5.6%	11.0%	-		
Transfers In/Out	nc	1.00	0.00	1.00	-		

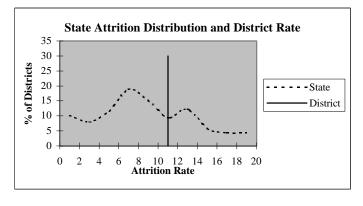
## District Report for: JACKSON COUNTY

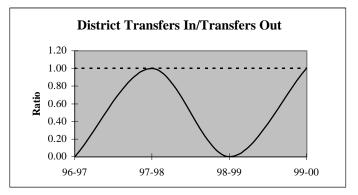
		Dist	rict Coun	ts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	116	120	125	127	126	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	5	5	5	6	4	4.3%	4.2%	4.0%	4.7%	3.2%		
Professional Staff	15	16	18	18	17	12.9%	13.3%	14.4%	14.2%	13.5%		
Total Teachers	96	99	102	103	105	82.8%	82.5%	81.6%	81.1%	83.3%		
Special Education	10	10	11	11	12	10.4%	10.1%	10.8%	10.7%	11.4%		
Pre-K & Kindergarten	7	9	8	8	9	7.3%	9.1%	7.8%	7.8%	8.6%		
Elementary (1-4)	37	33	35	37	33	38.5%	33.3%	34.3%	35.9%	31.4%		
Middle School (5-6)	10	11	11	11	12	10.4%	11.1%	10.8%	10.7%	11.4%		
Jr. High (7-8)	10	11	11	11	12	10.4%	11.1%	10.8%	10.7%	11.4%		
High School (9-12)	22	25	26	25	27	22.9%	25.3%	25.5%	24.3%	25.7%		
Business	1	2	2	1	0	4.5%	8.0%	7.7%	4.0%	0.0%		
Language Arts	3	3	3	3	3	13.6%	12.0%	11.5%	12.0%	11.1%		
Social Studies	3	5	5	5	5	13.6%	20.0%	19.2%	20.0%	18.5%		
Foreign Language	1	1	1	1	1	4.5%	4.0%	3.8%	4.0%	3.7%		
Mathematics	3	2	3	3	3	13.6%	8.0%	11.5%	12.0%	11.1%		
Science	3	3	3	3	3	13.6%	12.0%	11.5%	12.0%	11.1%		
Vocational Education	4	4	4	5	5	18.2%	16.0%	15.4%	20.0%	18.5%		
Other High School	4	5	5	4	7	18.2%	20.0%	19.2%	16.0%	25.9%		
Total Enrollments	1 629	1 644	1 721	1 774	1 766	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	1,629	1,644	1,721	1,774	1,766	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	143	129	132	124	150	8.8%	7.8%	7.7%	7.0%	8.5%
Grades 1-4	518	549	577	607	539	31.8%	33.4%	33.5%	34.2%	30.5%
Grades 5-6	214	226	242	279	304	13.1%	13.7%	14.1%	15.7%	17.2%
Grades 7-8	228	242	257	278	257	14.0%	14.7%	14.9%	15.7%	14.6%
Grades 9-12	483	471	482	458	493	29.7%	28.6%	28.0%	25.8%	27.9%
Ungraded	43	27	31	28	23	2.6%	1.6%	1.8%	1.6%	1.3%









District Percentages

District Counts

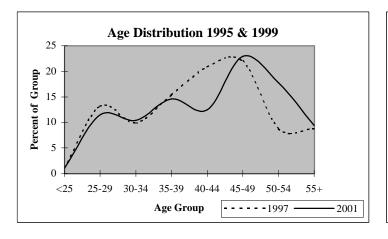
Profile by	1996-97 19	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u></u>		<u></u>		
Administrative	5	5	5	6	4	4.4%	4.3%	4.1%	4.9%	3.3%
White - Females	2	2	2	1	1	40.0%	40.0%	40.0%	16.7%	25.0%
White - Males	3	3	3	5	3	60.0%	60.0%	60.0%	83.3%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	15	17	17	16	12.4%	12.9%	14.0%	13.8%	13.2%
White - Females	11	11	12	13	12	78.6%	73.3%	70.6%	76.5%	75.0%
White - Males	3	4	5	4	4	21.4%	26.7%	29.4%	23.5%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	94	96	99	100	101	83.2%	82.8%	81.8%	81.3%	83.5%
White - Females	78	79	79	79	83	83.0%	82.3%	79.8%	79.0%	82.2%
White - Males	16	17	20	21	18	17.0%	17.7%	20.2%	21.0%	17.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
		D. (								
Age Distribution	100105		rict Count		222.21			rict Percent		2000.01
Teachers by Age Group		997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98 1	998-99 1	999-00 2	1	1.1%	1997-98	1998-99	1999-00	1.0%
Teachers by Age Group Up to 24 25-29	1 12	997-98 1 3 8	998-99 1 0 10	999-00 2 1 7	1 11	1.1% 13.2%	1997-98 3.3% 8.7%	1998-99 0.0% 10.4%	1999-00 1.0% 7.3%	1.0% 11.5%
Teachers by Age Group Up to 24 25-29 30-34	1 12 9	3 8 15	998-99 1 0 10 16	1 7 16	1 11 10	1.1% 13.2% 9.9%	3.3% 8.7% 16.3%	1998-99 0.0% 10.4% 16.7%	1999-00 1.0% 7.3% 16.7%	1.0% 11.5% 10.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 12 9 14	3 8 15 10	998-99 1 0 10 16 12	999-00 2 1 7 16 12	1 11 10 14	1.1% 13.2% 9.9% 15.4%	3.3% 8.7% 16.3% 10.9%	1998-99 0.0% 10.4% 16.7% 12.5%	1999-00 1.0% 7.3% 16.7% 12.5%	1.0% 11.5% 10.4% 14.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 12 9 14 19	3 8 15 10 16	998-99 1 0 10 16 12 17	999-00 2 1 7 16 12 17	1 11 10 14 12	1.1% 13.2% 9.9% 15.4% 20.9%	3.3% 8.7% 16.3% 10.9% 17.4%	1998-99 0.0% 10.4% 16.7% 12.5% 17.7%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7%	1.0% 11.5% 10.4% 14.6% 12.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 12 9 14 19 20	997-98 1 3 8 15 10 16 22	998-99 1 0 10 16 12 17 19	999-00 2 1 7 16 12 17 19	1 11 10 14 12 22	1.1% 13.2% 9.9% 15.4% 20.9% 22.0%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9%	1998-99 0.0% 10.4% 16.7% 12.5% 17.7% 19.8%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 12 9 14 19 20 8	997-98 1 3 8 15 10 16 22 10	998-99 1 0 10 16 12 17 19 14	999-00 2 1 7 16 12 17 19 15	1 11 10 14 12 22 17	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9%	0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 12 9 14 19 20	997-98 1 3 8 15 10 16 22	998-99 1 0 10 16 12 17 19	999-00 2 1 7 16 12 17 19	1 11 10 14 12 22	1.1% 13.2% 9.9% 15.4% 20.9% 22.0%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9%	1998-99 0.0% 10.4% 16.7% 12.5% 17.7% 19.8%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 12 9 14 19 20 8 8	3 8 15 10 16 22 10 8	998-99 1 0 10 16 12 17 19 14 8	999-00 2 1 7 16 12 17 19 15 9	1 11 10 14 12 22 17 9	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9%	0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 12 9 14 19 20 8	997-98 1 3 8 15 10 16 22 10	998-99 1 0 10 16 12 17 19 14	999-00 2 1 7 16 12 17 19 15	1 11 10 14 12 22 17	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9%	0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 12 9 14 19 20 8 8	3 8 15 10 16 22 10 8	998-99 1 0 10 16 12 17 19 14 8	999-00 2 1 7 16 12 17 19 15 9	1 11 10 14 12 22 17 9	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9%	0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 12 9 14 19 20 8 8	997-98 1 3 8 15 10 16 22 10 8 41.6	998-99 1 0 10 16 12 17 19 14 8	999-00 2 1 7 16 12 17 19 15 9 42.9	1 11 10 14 12 22 17 9	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9% 8.7%	0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6% 9.4%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 12 9 14 19 20 8 8	997-98 1 3 8 15 10 16 22 10 8 41.6	998-99 1 0 10 16 12 17 19 14 8 42.4	999-00 2 1 7 16 12 17 19 15 9 42.9	1 11 10 14 12 22 17 9 42.5	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9% 8.7%	0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6% 8.3%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6% 9.4%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 12 9 14 19 20 8 8 41.2	997-98 1 3 8 15 10 16 22 10 8 41.6	998-99 1 0 10 16 12 17 19 14 8 42.4	999-00 2 1 7 16 12 17 19 15 9 42.9	1 11 10 14 12 22 17 9 42.5	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8% 8.8%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9% 8.7%	1998-99 0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6% 8.3%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6% 9.4%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7% 9.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 12 9 14 19 20 8 8 41.2	997-98 1 3 8 15 10 16 22 10 8 41.6	998-99 1 0 10 16 12 17 19 14 8 42.4	999-00 2 1 7 16 12 17 19 15 9 42.9	1 11 10 14 12 22 17 9 42.5	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8% 8.8%	1997-98 3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9% 8.7% Distr	1998-99 0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6% 8.3%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6% 9.4%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7% 9.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 12 9 14 19 20 8 8 41.2	997-98 1 3 8 15 10 16 22 10 8 41.6 Distr	998-99 1 0 10 16 12 17 19 14 8 42.4	999-00 2 1 7 16 12 17 19 15 9 42.9 ss 999-00 2	1 11 10 14 12 22 17 9 42.5	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8% 8.8%	3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9% 8.7% Distr 1997-98	1998-99 0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6% 8.3% Prict Percent: 1998-99 13.7%	1999-00 1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6% 9.4% ages 1999-00 16.5%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7% 9.4% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 12 9 14 19 20 8 8 41.2	997-98 1 3 8 15 10 16 22 10 8 41.6 Distr	998-99 1 0 10 16 12 17 19 14 8 42.4 rict Count 998-99 1 14 19	999-00 2 1 7 16 12 17 19 15 9 42.9 ss 999-00 2 17 11	1 11 10 14 12 22 17 9 42.5	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8% 8.8%  1996-97 13.5% 18.8%	1997-98 3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9% 8.7% Distr 1997-98 13.1% 19.2%	1998-99  0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6% 8.3%  rict Percent: 1998-99  13.7% 18.6%	1999-00  1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6% 9.4%  ages  1999-00  16.5% 10.7%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7% 9.4% 2000-01 15.2% 9.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 12 9 14 19 20 8 8 41.2	997-98 1 3 8 15 10 16 22 10 8 41.6 Distr 997-98 1 13 19 10	998-99 1 0 10 16 12 17 19 14 8 42.4 	999-00 2 1 7 16 12 17 19 15 9 42.9 ss 999-00 2 17 11 13	1 11 10 14 12 22 17 9 42.5	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8% 8.8%  1996-97  13.5% 18.8% 12.5%	1997-98 3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9% 8.7% Distr 1997-98 13.1% 19.2% 10.1%	1998-99  0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6% 8.3%  rict Percenta 1998-99  13.7% 18.6% 11.8%	1999-00  1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6% 9.4%  ages 1999-00 16.5% 10.7% 12.6%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7% 9.4%  2000-01 15.2% 9.5% 13.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 12 9 14 19 20 8 8 41.2 1996-97 19 13 18 12 11	997-98 1 3 8 15 10 16 22 10 8 41.6 Distr 997-98 1 13 19 10 14	998-99 1 0 10 16 12 17 19 14 8 42.4 rict Count 998-99 1 14 19 12 11	999-00 2 1 7 16 12 17 19 15 9 42.9 ss 999-00 2 17 11 13 14	1 11 10 14 12 22 17 9 42.5	1.1% 13.2% 9.9% 15.4% 20.9% 22.0% 8.8% 8.8%  1996-97  13.5% 18.8% 12.5% 11.5%	1997-98 3.3% 8.7% 16.3% 10.9% 17.4% 23.9% 10.9% 8.7% Distr 1997-98 13.1% 19.2% 10.1% 14.1%	1998-99  0.0% 10.4% 16.7% 12.5% 17.7% 19.8% 14.6% 8.3%  rict Percent: 1998-99  13.7% 18.6% 11.8% 10.8%	1999-00  1.0% 7.3% 16.7% 12.5% 17.7% 19.8% 15.6% 9.4%  16.5% 10.7% 12.6% 13.6%	1.0% 11.5% 10.4% 14.6% 12.5% 22.9% 17.7% 9.4%  2000-01 15.2% 9.5% 13.3% 12.4%

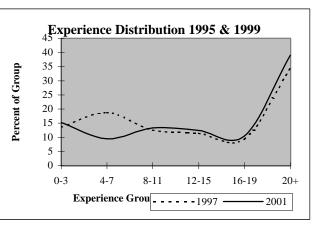
		District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	6	2	7	14	-	Ï	5.2%	1.7%	5.6%	11.0%	-		
Attrition from Transfers	0	1	3	3	-		0.0%	0.8%	2.4%	2.4%	-		
Attrition from Exits	6	1	4	11	-		5.2%	0.8%	3.2%	8.7%	=		
Teacher Attrition	5	1	6	12	-		5.2%	1.0%	5.9%	11.7%	=		
Attrition from Transfers	0	0	2	3	-		0.0%	0.0%	2.0%	2.9%	-		
Attrition from Exits	5	1	4	9	-		5.2%	1.0%	3.9%	8.7%	-		
District Retention													
<b>Educator Retention</b>	110	118	118	113	-		94.8%	98.3%	94.4%	89.0%	-		
Teacher Retention	91	98	96	91	-		94.8%	99.0%	94.1%	88.3%	-		

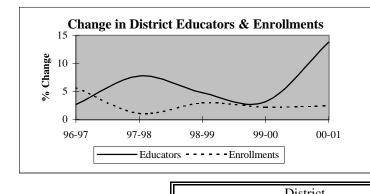
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	69.6%	13.0%	17.4%
1 Year of Experience	83.3%	11.1%	5.6%
2 Years of Experience	94.4%	5.6%	0.0%
3 Years of Experience	85.7%	4.8%	9.5%
4 Years of Experience	94.7%	0.0%	5.3%
5 Years of Experience	90.5%	4.8%	4.8%

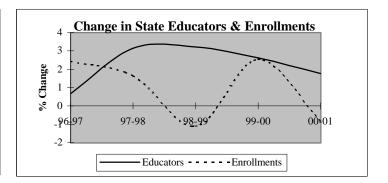
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.8%	12.1%	16.0%	16.1%	18.4%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.9%	5.7%	6.7%	9.5%	9.6%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	4.3%	1.7%	0.0%	0.0%	1.6%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.0%	90.8%	94.4%	94.5%	89.7%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	1.7%	7.5%	5.6%	5.5%	8.7%		8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S	·			·					
Student to Educator Ratio	16.9	15.9	15.6	15.4	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.7	18.3	18.1	17.8	16.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	10	30	20	14	62	-	-	-	-	-
% Change in Educators	2.7%	7.8%	4.8%	3.2%	13.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	353	70	196	153	169	-	-	-	-	-
% Change in Enrollments	5.7%	1.1%	3.0%	2.3%	2.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.3%	1.7%	2.1%	1.3%	10.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.6%	3.8%	3.9%	3.3%	3.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.4%	9.6%	10.1%	10.0%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.1%	1.2%	1.2%	1.6%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	21.4%	18.8%	29.4%	33.3%	31.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.1	44.3	44.5	44.6	44.9	43.3	43.5	43.6	43.7	43.9
Average Experience	13.3	13.0	13.2	12.6	12.6	13.8	13.7	13.7	13.4	13.3
Average Salary	30,526	30,655	31,697	32,816	31,280	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.9%	1.2%	1.1%	1.6%	1.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.2%	75.3%	76.3%	74.6%	76.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	5.7%	5.8%	5.6%	6.9%	7.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.6%	na	3.9%	3.7%	4.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	1.0%	0.9%	0.9%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

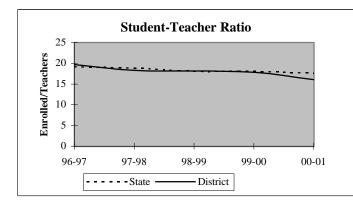
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1	996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	386	416	436	450	512		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	347	357	392	398	428		89.9%	85.8%	89.9%	88.4%	83.6%
Newly Hired	39	59	44	52	84		10.1%	14.2%	10.1%	11.6%	16.4%
Transfers In	1	2	7	5	21		2.6%	3.4%	15.9%	9.6%	25.0%
Reentrants	17	30	21	15	33		43.6%	50.8%	47.7%	28.8%	39.3%
First Time Educators	21	27	16	32	30		53.8%	45.8%	36.4%	61.5%	35.7%
Total Exiting Next Year	29	24	38	22	-		7.5%	5.8%	8.7%	4.9%	-
Transfers Out	6	1	3	8	-		20.7%	4.2%	7.9%	36.4%	-
Leave Tennessee Educ.	23	23	35	14	-		79.3%	95.8%	92.1%	63.6%	-

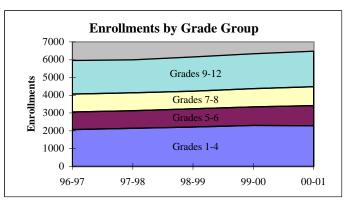
Dynamics Rates	District Rates									
District Attrition	7.5%	5.8%	8.7%	4.9%	-					
Transfers In/Out	0.17	2.00	2.33	0.63	-					

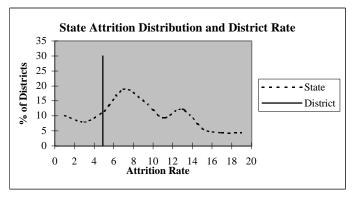
## District Report for: JEFFERSON COUNTY

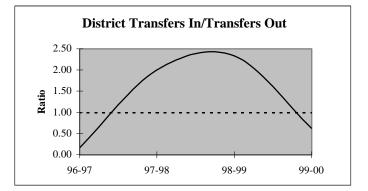
	District Counts District Percentages							ages		
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	386	416	436	450	512	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	14	16	17	15	19	3.6%	3.8%	3.9%	3.3%	3.7%
Professional Staff	40	40	44	45	49	10.4%	9.6%	10.1%	10.0%	9.6%
Total Teachers	332	360	375	390	444	86.0%	86.5%	86.0%	86.7%	86.7%
Special Education	19	21	21	27	32	5.7%	5.8%	5.6%	6.9%	7.2%
Pre-K & Kindergarten	26	30	38	36	38	7.8%	8.3%	10.1%	9.2%	8.6%
Elementary (1-4)	124	136	138	143	166	37.3%	37.8%	36.8%	36.7%	37.4%
Middle School (5-6)	41	40	42	47	52	12.3%	11.1%	11.2%	12.1%	11.7%
Jr. High (7-8)	40	42	40	42	52	12.0%	11.7%	10.7%	10.8%	11.7%
High School (9-12)	82	91	96	95	104	24.7%	25.3%	25.6%	24.4%	23.4%
Business	4	5	4	5	5	4.9%	5.5%	4.2%	5.3%	4.8%
Language Arts	8	13	13	14	16	9.8%	14.3%	13.5%	14.7%	15.4%
Social Studies	9	11	11	11	13	11.0%	12.1%	11.5%	11.6%	12.5%
Foreign Language	3	2	3	4	3	3.7%	2.2%	3.1%	4.2%	2.9%
Mathematics	8	13	14	12	14	9.8%	14.3%	14.6%	12.6%	13.5%
Science	9	9	10	10	11	11.0%	9.9%	10.4%	10.5%	10.6%
Vocational Education	15	17	18	18	20	18.3%	18.7%	18.8%	18.9%	19.2%
Other High School	26	21	23	21	22	31.7%	23.1%	24.0%	22.1%	21.2%
Total Enrollments	6 526	6 596	6 792	6 9/15	7 114	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	6,526	6,596	6,792	6,945	7,114	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	516	541	575	547	565	7.9%	8.2%	8.5%	7.9%	7.9%
Grades 1-4	2,071	2,147	2,217	2,312	2,291	31.7%	32.6%	32.6%	33.3%	32.2%
Grades 5-6	989	985	1,014	1,032	1,136	15.2%	14.9%	14.9%	14.9%	16.0%
Grades 7-8	999	1,012	999	1,025	1,054	15.3%	15.3%	14.7%	14.8%	14.8%
Grades 9-12	1,891	1,845	1,927	1,966	1,999	29.0%	28.0%	28.4%	28.3%	28.1%
Ungraded	60	66	60	63	69	0.9%	1.0%	0.9%	0.9%	1.0%









		Distr	rict Coun	its		District Percentages				
Profile by	1996-97 1	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>	·	·	·	<u>_</u>	<u> </u>	<u> </u>	·	<u> </u>	<u>'</u>
Administrative	14	16	17	15	19	3.7%	4.0%	4.0%	3.5%	3.9%
White - Females	3	3	5	5	6	21.4%	18.8%	29.4%	33.3%	31.6%
White - Males	11	13	12	10	13	78.6%	81.3%	70.6%	66.7%	68.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	40	40	43	42	47	10.6%	10.0%	10.2%	9.8%	9.6%
White - Females	26	27	28	27	31	65.0%	67.5%	65.1%	64.3%	66.0%
White - Males	13	12	14	14	15	32.5%	30.0%	32.6%	33.3%	31.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	2.5%	2.5%	2.3%	2.4%	2.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	323	346	360	372	424	85.7%	86.1%	85.7%	86.7%	86.5%
White - Females	249	264	278	281	328	77.1%	76.3%	77.2%	75.5%	77.4%
White - Males	71	78	78	85	89	22.0%	22.5%	21.7%	22.8%	21.0%
Black - Females	1	3	3	4	5	0.3%	0.9%	0.8%	1.1%	1.2%
Black - Males	2	1	1	1	1	0.6%	0.3%	0.3%	0.3%	0.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	0.3%	0.2%
Age Distribution		Distr	ict Coun	its			Distr	rict Percenta	iges	
Teachers by Age Group	1996-97 1	997-98 1			2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	7	5	8	0.4%	0.3%	2.4%	1.8%	2.6%
25-29	26	26	24	19	21	9.3%	9.1%	8.4%	6.7%	7.0%
30-34	29	32	29	36	39	10.4%	11.1%	10.1%	12.7%	12.9%
35-39	29	34	33	29	34	10.4%	11.8%	11.5%	10.2%	11.3%
40-45	54	4 -	1.0	48						10 (0)
		46	46		38	19.3%	16.0%	16.0%	16.9%	12.6%
45-49	49	49	47	49	45	17.5%	17.1%	16.4%	17.3%	14.9%
50-54	49 40	49 46	47 48	49 43	45 49	17.5% 14.3%	17.1% 16.0%	16.4% 16.7%	17.3% 15.1%	14.9% 16.2%
	49	49	47	49	45	17.5%	17.1%	16.4%	17.3%	14.9%
50-54	49 40	49 46	47 48	49 43	45 49	17.5% 14.3%	17.1% 16.0%	16.4% 16.7%	17.3% 15.1%	14.9% 16.2%
50-54 55+	49 40 52	49 46 53	47 48 53	49 43 55	45 49 68	17.5% 14.3%	17.1% 16.0%	16.4% 16.7%	17.3% 15.1%	14.9% 16.2%
50-54 55+ Average Age	49 40 52	49 46 53 44.3	47 48 53 44.5	49 43 55 44.6	45 49 68	17.5% 14.3%	17.1% 16.0% 18.5%	16.4% 16.7% 18.5%	17.3% 15.1% 19.4%	14.9% 16.2%
50-54 55+ Average Age Experience Distribution	49 40 52 44.1	49 46 53 44.3	47 48 53 44.5	49 43 55 44.6	45 49 68 44.9	17.5% 14.3% 18.6%	17.1% 16.0% 18.5% Distr	16.4% 16.7% 18.5%	17.3% 15.1% 19.4%	14.9% 16.2% 22.5%
50-54 55+ Average Age  Experience Distribution Teachers by Experience	49 40 52 44.1 1996-97 1	49 46 53 44.3 Distr	47 48 53 44.5	49 43 55 44.6 ts	45 49 68 44.9 2000-01	17.5% 14.3% 18.6%	17.1% 16.0% 18.5% Distr	16.4% 16.7% 18.5% ict Percenta	17.3% 15.1% 19.4%	14.9% 16.2% 22.5% 2000-01
50-54 55+ Average Age Experience Distribution Teachers by Experience 0-3 Years	49 40 52 44.1 1996-97 1 77	49 46 53 44.3 Distr 997-98 1	47 48 53 44.5 iict Coun	49 43 55 44.6 tts 1999-00	45 49 68 44.9 2000-01	17.5% 14.3% 18.6% 1996-97	17.1% 16.0% 18.5% Distr 1997-98 25.3%	16.4% 16.7% 18.5% ict Percenta 1998-99	17.3% 15.1% 19.4% 19.4% 1999-00 25.1%	14.9% 16.2% 22.5% 2000-01 25.5%
50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	49 40 52 44.1 1996-97 1 77 39	49 46 53 44.3 Distr 997-98 1 91 48	47 48 53 44.5 ict Coun 998-99 95 56	49 43 55 44.6 tts 1999-00   98 70	45 49 68 44.9 2000-01 113 81	17.5% 14.3% 18.6% 1996-97 23.2% 11.7%	17.1% 16.0% 18.5%  Distr 1997-98 25.3% 13.3%	16.4% 16.7% 18.5% ict Percenta 1998-99 25.3% 14.9%	17.3% 15.1% 19.4% 19.4% 1999-00 25.1% 17.9%	14.9% 16.2% 22.5% 2000-01 25.5% 18.2%
50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	49 40 52 44.1 1996-97 1 77 39 40	49 46 53 44.3 Distr 997-98 1 91 48 34	47 48 53 44.5 ict Coun 998-99 95 56 34	49 43 55 44.6 ts 1999-00 98 70 34	45 49 68 44.9 2000-01 113 81 46	17.5% 14.3% 18.6% 1996-97 23.2% 11.7% 12.0%	17.1% 16.0% 18.5%  Distr 1997-98 25.3% 13.3% 9.4%	16.4% 16.7% 18.5% ict Percenta 1998-99 25.3% 14.9% 9.1%	17.3% 15.1% 19.4% 19.4% 1999-00 25.1% 17.9% 8.7%	14.9% 16.2% 22.5% 2000-01 25.5% 18.2% 10.4%
50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	49 40 52 44.1 1996-97 1 77 39 40 38	49 46 53 44.3 Distr 997-98 1 91 48 34 43	47 48 53 44.5 ict Coun 998-99 95 56 34 39	49 43 55 44.6 ts 1999-00 98 70 34 34	45 49 68 44.9 2000-01 113 81 46 39	17.5% 14.3% 18.6% 18.6% 1996-97 23.2% 11.7% 12.0% 11.4%	17.1% 16.0% 18.5%  Distr 1997-98 25.3% 13.3% 9.4% 11.9%	16.4% 16.7% 18.5% ict Percenta 1998-99 25.3% 14.9% 9.1% 10.4%	17.3% 15.1% 19.4% 19.4% 19.4% 25.1% 17.9% 8.7% 8.7%	14.9% 16.2% 22.5% 2000-01 25.5% 18.2% 10.4% 8.8%
50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	49 40 52 44.1 1996-97 1 77 39 40	49 46 53 44.3 Distr 997-98 1 91 48 34	47 48 53 44.5 ict Coun 998-99 95 56 34	49 43 55 44.6 ts 1999-00 98 70 34	45 49 68 44.9 2000-01 113 81 46	17.5% 14.3% 18.6% 1996-97 23.2% 11.7% 12.0%	17.1% 16.0% 18.5%  Distr 1997-98 25.3% 13.3% 9.4%	16.4% 16.7% 18.5% ict Percenta 1998-99 25.3% 14.9% 9.1%	17.3% 15.1% 19.4% 19.4% 1999-00 25.1% 17.9% 8.7%	14.9% 16.2% 22.5% 2000-01 25.5% 18.2% 10.4%

Average Experience

13.3

13.0

12.6

12.6

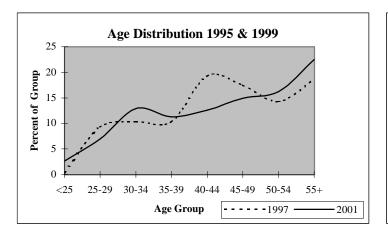
13.2

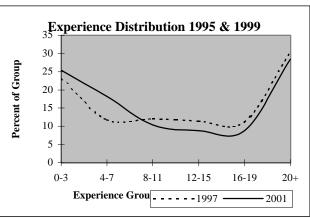
		Dist	rict Count	S		District Rates				
Attrition	1996-97 19	997-98	1998-99	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	29	24	38	22	-	7.5%	5.8%	8.7%	4.9%	=
Attrition from Transfers	6	1	3	8	-	1.6%	0.2%	0.7%	1.8%	-
Attrition from Exits	23	23	35	14	-	6.0%	5.5%	8.0%	3.1%	=
Teacher Attrition	27	21	32	19	-	8.1%	5.8%	8.5%	4.9%	-
Attrition from Transfers	5	1	3	7	-	1.5%	0.3%	0.8%	1.8%	-
Attrition from Exits	22	20	29	12	-	6.6%	5.6%	7.7%	3.1%	-
District Retention										
<b>Educator Retention</b>	357	392	398	428	-	92.5%	94.2%	91.3%	95.1%	-
Teacher Retention	305	339	343	371	-	91.9%	94.2%	91.5%	95.1%	-

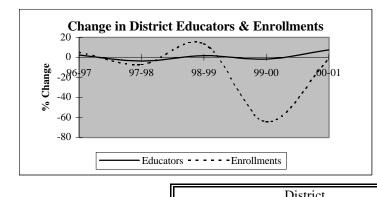
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	80.3%	7.4%	12.3%
1 Year of Experience	93.3%	1.0%	5.8%
2 Years of Experience	89.0%	0.9%	10.1%
3 Years of Experience	91.8%	2.1%	6.2%
4 Years of Experience	86.0%	1.2%	12.8%
5 Years of Experience	90.2%	1.6%	8.2%

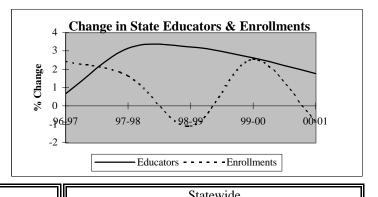
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	9.3%	15.6%	17.7%	21.9%	21.5%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.5%	12.1%	13.4%	12.7%	11.1%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.3%	1.9%	1.4%	1.1%	2.3%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	88.9%	84.4%	90.1%	88.2%	84.8%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.2%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	9.8%	13.7%	8.5%	10.7%	12.7%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s	<del></del>	<u>-</u>				<u> </u>			<del></del>
Student to Educator Ratio	37.5	36.2	40.4	14.6	13.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	46.1	44.2	49.2	17.8	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	4	-7	3	-3	13	-	-	-	-	-
% Change in Educators	2.2%	-3.8%	1.7%	-1.7%	7.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	342	-492	859	-4,666	-28	-	-	-	-	-
% Change in Enrollment:	5.2%	-7.2%	13.5%	-64.5%	-1.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	7.7%	6.8%	7.3%	6.8%	7.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.9%	11.4%	10.6%	11.4%	10.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.6%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	8.3%	7.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	50.0%	41.7%	38.5%	25.0%	35.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	39.8	40.5	41.4	41.6	42.0	43.3	43.5	43.6	43.7	43.9
Average Experience	11.1	11.8	12.5	12.6	12.8	13.8	13.7	13.7	13.4	13.3
Average Salary	29,563	30,161	31,404	32,460	31,453	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.2%	79.2%	78.2%	80.6%	78.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.1%	9.0%	9.5%	9.0%	10.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.1%	na	1.1%	1.0%	0.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	0.0%	2.4%	3.2%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%

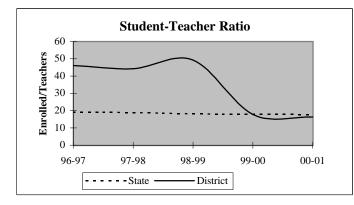
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	183	176	179	176	189		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	169	171	173	164	175		92.3%	97.2%	96.6%	93.2%	92.6%
Newly Hired	14	5	6	12	14		7.7%	2.8%	3.4%	6.8%	7.4%
Transfers In	1	0	0	0	0		7.1%	0.0%	0.0%	0.0%	0.0%
Reentrants	5	1	3	7	5		35.7%	20.0%	50.0%	58.3%	35.7%
First Time Educators	8	4	3	5	9		57.1%	80.0%	50.0%	41.7%	64.3%
Total Exiting Next Year	12	3	15	1	-		6.6%	1.7%	8.4%	0.6%	-
Transfers Out	2	0	5	0	-		16.7%	0.0%	33.3%	0.0%	-
Leave Tennessee Educ.	10	3	10	1	-		83.3%	100.0%	66.7%	100.0%	-

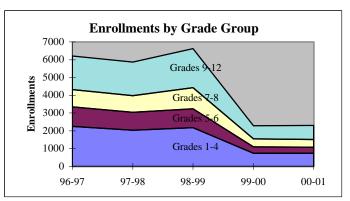
Dynamics Rates	District Rates							
District Attrition	6.6%	1.7%	8.4%	0.6%	-			
Transfers In/Out	0.50	nc	0.00	nc	-			

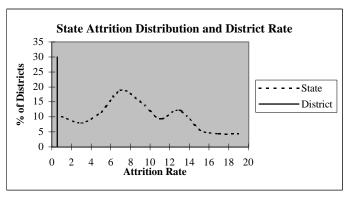
## District Report for: JOHNSON COUNTY

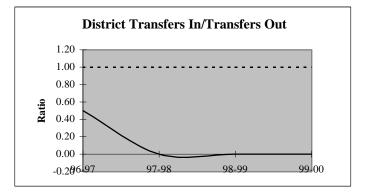
		Dis	trict Cour	nts		District Percentages					
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	183	176	179	176	189	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	14	12	13	12	14	7.7%	6.8%	7.3%	6.8%	7.4%	
Professional Staff	20	20	19	20	19	10.9%	11.4%	10.6%	11.4%	10.1%	
Total Teachers	149	144	147	144	156	81.4%	81.8%	82.1%	81.8%	82.5%	
Special Education	15	13	14	13	16	10.1%	9.0%	9.5%	9.0%	10.3%	
Pre-K & Kindergarten	16	17	18	18	18	10.7%	11.8%	12.2%	12.5%	11.5%	
Elementary (1-4)	54	48	46	47	48	36.2%	33.3%	31.3%	32.6%	30.8%	
Middle School (5-6)	13	16	17	15	16	8.7%	11.1%	11.6%	10.4%	10.3%	
Jr. High (7-8)	12	12	12	13	14	8.1%	8.3%	8.2%	9.0%	9.0%	
High School (9-12)	39	38	40	38	44	26.2%	26.4%	27.2%	26.4%	28.2%	
Business	1	1	1	1	0	2.6%	2.6%	2.5%	2.6%	0.0%	
Language Arts	6	5	5	5	6	15.4%	13.2%	12.5%	13.2%	13.6%	
Social Studies	4	4	4	3	4	10.3%	10.5%	10.0%	7.9%	9.1%	
Foreign Language	1	1	1	1	1	2.6%	2.6%	2.5%	2.6%	2.3%	
Mathematics	4	5	5	5	5	10.3%	13.2%	12.5%	13.2%	11.4%	
Science	2	2	3	3	4	5.1%	5.3%	7.5%	7.9%	9.1%	
Vocational Education	12	12	13	13	16	30.8%	31.6%	32.5%	34.2%	36.4%	
Other High School	9	8	8	7	8	23.1%	21.1%	20.0%	18.4%	18.2%	

Total Enrollments	6,863	6,371	7,230	2,564	2,536	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	603	505	532	188	174	8.8%	7.9%	7.4%	7.3%	6.9%
Grades 1-4	2,254	2,027	2,182	731	742	32.8%	31.8%	30.2%	28.5%	29.3%
Grades 5-6	1,088	1,012	1,050	369	342	15.9%	15.9%	14.5%	14.4%	13.5%
Grades 7-8	985	939	1,199	445	432	14.4%	14.7%	16.6%	17.4%	17.0%
Grades 9-12	1,890	1,888	2,197	748	787	27.5%	29.6%	30.4%	29.2%	31.0%
Ungraded	43	0	70	83	59	0.6%	0.0%	1.0%	3.2%	2.3%









**District Counts** 

District Percentages

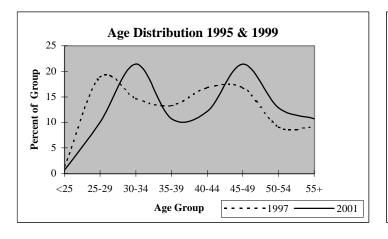
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender					<u></u>	<u> </u>				<u> </u>
Administrative	14	12	13	12	14	7.8%	7.0%	7.5%	7.1%	7.7%
White - Females	7	5	5	3	5	50.0%	41.7%	38.5%	25.0%	35.7%
White - Males	7	7	8	8	8	50.0%	58.3%	61.5%	66.7%	57.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	8.3%	7.1%
Professional Staff	20	20	19	19	18	11.1%	11.6%	11.0%	11.2%	9.9%
White - Females	19	19	18	18	16	95.0%	95.0%	94.7%	94.7%	88.9%
White - Males	1	1	1	1	2	5.0%	5.0%	5.3%	5.3%	11.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	146	140	141	138	149	81.1%	81.4%	81.5%	81.7%	82.3%
White - Females	115	110	110	111	117	78.8%	78.6%	78.0%	80.4%	78.5%
White - Males	31	30	31	27	32	21.2%	21.4%	22.0%	19.6%	21.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dis	strict Com	nts	1		Distr	ict Percenta	ages	1
Age Distribution  Teachers by Age Group	1996-97		strict Cou		2000-01	1996-97		ict Percenta		2000-01
Teachers by Age Group		1997-98	1998-99	1999-00	2000-01	الـــــــــــــــــــــــــــــــــــــ	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	2	1997-98	1998-99	1999-00	1	1.4%	1997-98	1998-99	1999-00	0.7%
Teachers by Age Group Up to 24 25-29	2 27	1997-98 0 25	1998-99 0 16	1999-00 2 10	1 14	1.4% 18.9%	1997-98 0.0% 18.2%	1998-99 0.0% 11.7%	1999-00 1.5% 7.6%	0.7% 10.0%
Teachers by Age Group Up to 24 25-29 30-34	2 27 21	1997-98 0 25 22	1998-99 0 16 29	1999-00 2 10 31	1 14 30	1.4% 18.9% 14.7%	1997-98 0.0% 18.2% 16.1%	1998-99 0.0% 11.7% 21.2%	1999-00 1.5% 7.6% 23.5%	0.7% 10.0% 21.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39	2 27 21 19	1997-98 0 25 22 17	1998-99 0 16 29 16	1999-00 2 10 31 17	1 14 30 15	1.4% 18.9% 14.7% 13.3%	1997-98 0.0% 18.2% 16.1% 12.4%	1998-99 0.0% 11.7% 21.2% 11.7%	1999-00 1.5% 7.6% 23.5% 12.9%	0.7% 10.0% 21.4% 10.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	2 27 21 19 24	1997-98 0 25 22 17 21	1998-99 0 16 29 16 19	1999-00 2 10 31 17 12	1 14 30 15 17	1.4% 18.9% 14.7% 13.3% 16.8%	1997-98 0.0% 18.2% 16.1% 12.4% 15.3%	1998-99 0.0% 11.7% 21.2% 11.7% 13.9%	1999-00 1.5% 7.6% 23.5% 12.9% 9.1%	0.7% 10.0% 21.4% 10.7% 12.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 27 21 19 24 24	1997-98 0 25 22 17 21 26	1998-99 0 16 29 16 19 30	1999-00 2 10 31 17 12 34	1 14 30 15 17 30	1.4% 18.9% 14.7% 13.3% 16.8% 16.8%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0%	0.0% 11.7% 21.2% 11.7% 13.9% 21.9%	1999-00 1.5% 7.6% 23.5% 12.9% 9.1% 25.8%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 27 21 19 24 24 24	1997-98 0 25 22 17 21 26 14	1998-99 0 16 29 16 19 30 13	1999-00 2 10 31 17 12 34 14	1 14 30 15 17 30 18	1.4% 18.9% 14.7% 13.3% 16.8% 16.8% 9.1%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2%	0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5%	1999-00 1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 27 21 19 24 24 13 13	1997-98 0 25 22 17 21 26 14 12	1998-99 0 16 29 16 19 30 13 14	1999-00 2 10 31 17 12 34 14 12	1 14 30 15 17 30 18 15	1.4% 18.9% 14.7% 13.3% 16.8% 16.8%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0%	0.0% 11.7% 21.2% 11.7% 13.9% 21.9%	1999-00 1.5% 7.6% 23.5% 12.9% 9.1% 25.8%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 27 21 19 24 24 24	1997-98 0 25 22 17 21 26 14	1998-99 0 16 29 16 19 30 13	1999-00 2 10 31 17 12 34 14	1 14 30 15 17 30 18	1.4% 18.9% 14.7% 13.3% 16.8% 16.8% 9.1%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2%	0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5%	1999-00 1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 27 21 19 24 24 13 13	1997-98 0 25 22 17 21 26 14 12	1998-99 0 16 29 16 19 30 13 14	1999-00 2 10 31 17 12 34 14 12	1 14 30 15 17 30 18 15	1.4% 18.9% 14.7% 13.3% 16.8% 16.8% 9.1%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2%	0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5%	1999-00 1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	2 27 21 19 24 24 13 13	1997-98 0 25 22 17 21 26 14 12 40.5	1998-99 0 16 29 16 19 30 13 14	1999-00 2 10 31 17 12 34 14 12 41.6	1 14 30 15 17 30 18 15	1.4% 18.9% 14.7% 13.3% 16.8% 16.8% 9.1%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2% 8.8%	0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5% 10.2%	1999-00 1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6% 9.1%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	2 27 21 19 24 24 13 13 39.8	1997-98 0 25 22 17 21 26 14 12 40.5	1998-99 0 16 29 16 19 30 13 14 41.4	1999-00 2 10 31 17 12 34 14 12 41.6	1 14 30 15 17 30 18 15 42.0	1.4% 18.9% 14.7% 13.3% 16.8% 16.8% 9.1% 9.1%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2% 8.8%	0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5% 10.2%	1999-00 1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6% 9.1%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9% 10.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	2 27 21 19 24 24 13 13 39.8	1997-98 0 25 22 17 21 26 14 12 40.5	1998-99 0 16 29 16 19 30 13 14 41.4	1999-00 2 10 31 17 12 34 14 12 41.6	1 14 30 15 17 30 18 15 42.0	1.4% 18.9% 14.7% 13.3% 16.8% 9.1% 9.1%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2% 8.8%  Distr	0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5% 10.2%  ict Percenta	1999-00  1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6% 9.1%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9% 10.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	2 27 21 19 24 24 13 13 39.8	1997-98 0 25 22 17 21 26 14 12 40.5 Dis	1998-99 0 16 29 16 19 30 13 14 41.4 strict Cour 1998-99	1999-00 2 10 31 17 12 34 14 12 41.6	1 14 30 15 17 30 18 15 42.0	1.4% 18.9% 14.7% 13.3% 16.8% 9.1% 9.1% 9.1%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2% 8.8%  Distr 1997-98	0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5% 10.2%  ict Percenta 1998-99	1999-00  1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6% 9.1%  ages 1999-00 13.2%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9% 10.7% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	2 27 21 19 24 24 13 13 39.8	1997-98 0 25 22 17 21 26 14 12 40.5 Dis 1997-98 23 42	1998-99 0 16 29 16 19 30 13 14 41.4 strict Cour 1998-99 18 43	1999-00 2 10 31 17 12 34 14 12 41.6 1999-00 19 35	1 14 30 15 17 30 18 15 42.0 2000-01 22 30	1.4% 18.9% 14.7% 13.3% 16.8% 16.8% 9.1% 9.1% 22.1% 26.2%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2% 8.8%  Distr 1997-98	0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5% 10.2%  ict Percenta 1998-99 12.2% 29.3%	1999-00  1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6% 9.1%  ages  1999-00  13.2% 24.3%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9% 10.7% 2000-01 14.1% 19.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 27 21 19 24 24 13 13 39.8	1997-98 0 25 22 17 21 26 14 12 40.5 Dis 1997-98 23 42 17	1998-99 0 16 29 16 19 30 13 14 41.4 strict Cour 1998-99 18 43 19	1999-00 2 10 31 17 12 34 14 12 41.6 1999-00 19 35 27	1 14 30 15 17 30 18 15 42.0 2000-01 22 30 35	1.4% 18.9% 14.7% 13.3% 16.8% 16.8% 9.1% 9.1% 22.1% 26.2% 12.8%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2% 8.8%  Distr 1997-98 16.0% 29.2% 11.8%	1998-99 0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5% 10.2%  ict Percenta 1998-99 12.2% 29.3% 12.9%	1999-00  1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6% 9.1%  ages 1999-00  13.2% 24.3% 18.8%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9% 10.7%  2000-01  14.1% 19.2% 22.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 27 21 19 24 24 13 13 39.8 1996-97 33 39 19	1997-98 0 25 22 17 21 26 14 12 40.5 Dis 1997-98 23 42 17 13	1998-99 0 16 29 16 19 30 13 14 41.4 strict Cour 1998-99 18 43 19 14	1999-00 2 10 31 17 12 34 14 12 41.6 1999-00 19 35 27 13	1 14 30 15 17 30 18 15 42.0 2000-01 22 30 35 15	1.4% 18.9% 14.7% 13.3% 16.8% 16.8% 9.1% 9.1% 22.1% 26.2% 12.8% 9.4%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2% 8.8%  Distr 1997-98 16.0% 29.2% 11.8% 9.0%	0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5% 10.2%  ict Percenta 1998-99 12.2% 29.3% 12.9% 9.5%	1999-00  1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6% 9.1%  13.2% 24.3% 18.8% 9.0%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9% 10.7% 2000-01 14.1% 19.2% 22.4% 9.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 27 21 19 24 24 13 13 39.8	1997-98 0 25 22 17 21 26 14 12 40.5 Dis 1997-98 23 42 17	1998-99 0 16 29 16 19 30 13 14 41.4 strict Cour 1998-99 18 43 19	1999-00 2 10 31 17 12 34 14 12 41.6 1999-00 19 35 27	1 14 30 15 17 30 18 15 42.0 2000-01 22 30 35	1.4% 18.9% 14.7% 13.3% 16.8% 16.8% 9.1% 9.1% 22.1% 26.2% 12.8%	0.0% 18.2% 16.1% 12.4% 15.3% 19.0% 10.2% 8.8%  Distr 1997-98 16.0% 29.2% 11.8%	1998-99 0.0% 11.7% 21.2% 11.7% 13.9% 21.9% 9.5% 10.2%  ict Percenta 1998-99 12.2% 29.3% 12.9%	1999-00  1.5% 7.6% 23.5% 12.9% 9.1% 25.8% 10.6% 9.1%  ages 1999-00  13.2% 24.3% 18.8%	0.7% 10.0% 21.4% 10.7% 12.1% 21.4% 12.9% 10.7%  2000-01  14.1% 19.2% 22.4%

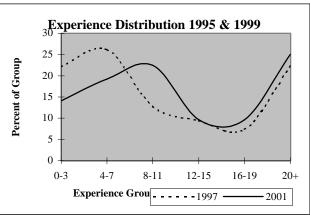
		District Counts						District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	12	3	15	1	-	ľ	6.6%	1.7%	8.4%	0.6%	-	
Attrition from Transfers	2	0	5	0	-		1.1%	0.0%	2.8%	0.0%	-	
Attrition from Exits	10	3	10	1	=		5.5%	1.7%	5.6%	0.6%	-	
Teacher Attrition	9	2	11	1	=		6.0%	1.4%	7.5%	0.7%	-	
Attrition from Transfers	2	0	5	0	-		1.3%	0.0%	3.4%	0.0%	-	
Attrition from Exits	7	2	6	1	-		4.7%	1.4%	4.1%	0.7%	-	
District Retention												
<b>Educator Retention</b>	171	173	164	175	-		93.4%	98.3%	91.6%	99.4%	-	
Teacher Retention	140	142	136	143	-		94.0%	98.6%	92.5%	99.3%	-	

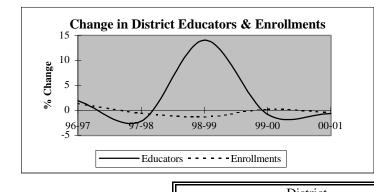
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	79.2%	8.3%	12.5%					
1 Year of Experience	86.7%	3.3%	10.0%					
2 Years of Experience	100.0%	0.0%	0.0%					
3 Years of Experience	95.7%	2.2%	2.2%					
4 Years of Experience	94.1%	2.0%	3.9%					
5 Years of Experience	100.0%	0.0%	0.0%					

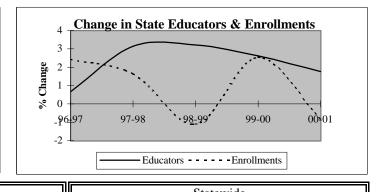
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		District Percentages						Statewide Percentages			
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	6.7%	8.8%	11.4%	12.6%	13.6%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.6%	4.1%	4.8%	3.8%	4.0%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.6%	0.6%	1.7%	0.6%	1.1%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.7%	95.5%	95.0%	91.5%	91.0%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.5%	1.1%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.1%	2.8%	3.4%	8.0%	7.9%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	'S									<u>'</u>
Student to Educator Ratio	15.5	15.7	13.6	13.7	13.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.3	18.7	16.1	16.3	16.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	70	-81	512	-35	-26	-	-	-	-	-
% Change in Educators	1.9%	-2.2%	14.0%	-0.8%	-0.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	758	-323	-780	113	-245	-	-	-	-	-
% Change in Enrollments	1.3%	-0.6%	-1.4%	0.2%	-0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.2%	0.2%	0.3%	5.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	4.3%	4.0%	4.0%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.4%	11.8%	11.4%	11.4%	11.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.9%	7.4%	7.3%	7.0%	6.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	16.3%	15.4%	16.6%	14.0%	15.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	46.1%	46.8%	46.7%	49.4%	52.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	44.1	43.4	43.6	43.6	43.3	43.5	43.6	43.7	43.9
Average Experience	13.5	14.1	13.3	13.3	13.2	13.8	13.7	13.7	13.4	13.3
Average Salary	33,496	34,331	34,675	36,876	36,101	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	7.5%	7.1%	7.0%	6.7%	6.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.3%	78.5%	78.5%	78.6%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.0%	11.3%	11.2%	11.5%	11.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	15.5%	na	16.9%	16.5%	16.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.3%	2.2%	2.4%	3.0%	2.9%	1.7%	1.6%	1.8%	1.8%	1.8%

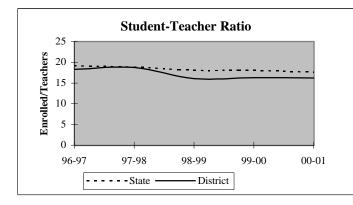
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	3,730	3,649	4,161	4,126	4,100		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	3,325	3,386	3,619	3,647	3,565		89.1%	92.8%	87.0%	88.4%	87.0%
Newly Hired	405	263	542	479	535		10.9%	7.2%	13.0%	11.6%	13.0%
Transfers In	27	27	38	42	51		6.7%	10.3%	7.0%	8.8%	9.5%
Reentrants	190	149	226	161	190		46.9%	56.7%	41.7%	33.6%	35.5%
First Time Educators	188	87	278	276	294		46.4%	33.1%	51.3%	57.6%	55.0%
Total Exiting Next Year	344	30	514	561	-		9.2%	0.8%	12.4%	13.6%	-
Transfers Out	53	6	94	98	=		15.4%	20.0%	18.3%	17.5%	=
Leave Tennessee Educ.	291	24	420	463	-		84.6%	80.0%	81.7%	82.5%	-

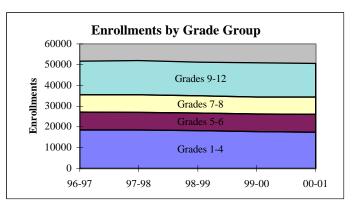
Dynamics Rates	District Rates							
District Attrition	9.2%	0.8%	12.4%	13.6%	-			
Transfers In/Out	0.51	4.50	0.40	0.43	-			

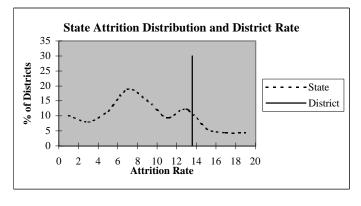
# District Report for: KNOX COUNTY

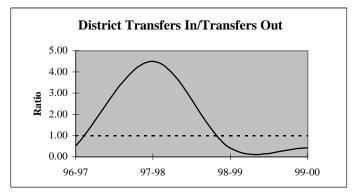
		Dist	rict Coun	ts			Distr	ict Percenta	ages	
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	3,730	3,649	4,161	4,126	4,100	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	154	158	165	166	162	4.1%	4.3%	4.0%	4.0%	4.0%
Professional Staff	427	430	473	472	459	11.4%	11.8%	11.4%	11.4%	11.2%
Total Teachers	3,149	3,061	3,523	3,488	3,479	84.4%	83.9%	84.7%	84.5%	84.9%
Special Education	378	347	393	401	381	12.0%	11.3%	11.2%	11.5%	11.0%
Pre-K & Kindergarten	224	212	239	237	242	7.1%	6.9%	6.8%	6.8%	7.0%
Elementary (1-4)	1,058	1,047	1,234	1,213	1,243	33.6%	34.2%	35.0%	34.8%	35.7%
Middle School (5-6)	339	330	369	372	374	10.8%	10.8%	10.5%	10.7%	10.8%
Jr. High (7-8)	293	296	334	323	333	9.3%	9.7%	9.5%	9.3%	9.6%
High School (9-12)	857	829	954	942	906	27.2%	27.1%	27.1%	27.0%	26.0%
Business	36	39	40	43	45	4.2%	4.7%	4.2%	4.6%	5.0%
Language Arts	116	111	119	131	119	13.5%	13.4%	12.5%	13.9%	13.1%
Social Studies	92	87	90	92	94	10.7%	10.5%	9.4%	9.8%	10.4%
Foreign Language	51	47	51	53	50	6.0%	5.7%	5.3%	5.6%	5.5%
Mathematics	110	103	109	114	112	12.8%	12.4%	11.4%	12.1%	12.4%
Science	95	89	98	103	97	11.1%	10.7%	10.3%	10.9%	10.7%
Vocational Education	158	156	169	161	160	18.4%	18.8%	17.7%	17.1%	17.7%
Other High School	199	197	278	245	229	23.2%	23.8%	29.1%	26.0%	25.3%

Total Enrollments	57,693	57,370	56,590	56,703	56,458	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	4,706	4,161	4,108	4,121	4,203	8.2%	7.3%	7.3%	7.3%	7.4%
Grades 1-4	18,482	18,457	18,125	17,739	17,409	32.0%	32.2%	32.0%	31.3%	30.8%
Grades 5-6	8,670	8,541	8,618	8,511	8,685	15.0%	14.9%	15.2%	15.0%	15.4%
Grades 7-8	8,373	8,504	8,233	8,095	8,263	14.5%	14.8%	14.5%	14.3%	14.6%
Grades 9-12	16,129	16,467	16,232	16,518	16,233	28.0%	28.7%	28.7%	29.1%	28.8%
Ungraded	1,333	1,240	1,274	1,719	1,665	2.3%	2.2%	2.3%	3.0%	2.9%









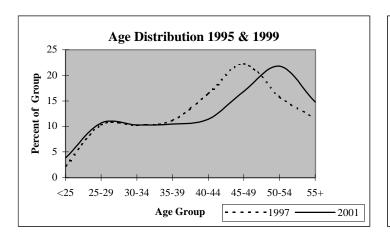
		District Counts					District Percentages				
Profile by	1996-97 1	997-98 1	1998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender	<u> </u>					<u>                                     </u>	4,1				
Administrative	153	156	163	164	160	4.3%	4.5%	4.1%	4.2%	4.1%	
White - Females	56	57	60	67	70	36.6%	36.5%	36.8%	40.9%	43.8%	
White - Males	72	75	76	74	66	47.1%	48.1%	46.6%	45.1%	41.3%	
Black - Females	13	14	14	13	13	8.5%	9.0%	8.6%	7.9%	8.1%	
Black - Males	9	8	11	9	10	5.9%	5.1%	6.7%	5.5%	6.3%	
Other - Females	1	1	1	0	0	0.7%	0.6%	0.6%	0.0%	0.0%	
Other - Males	2	1	1	1	1	1.3%	0.6%	0.6%	0.6%	0.6%	
Professional Staff	416	417	456	452	437	11.6%	12.0%	11.5%	11.5%	11.3%	
White - Females	319	326	359	357	352	76.7%	78.2%	78.7%	79.0%	80.5%	
White - Males	65	62	67	65	56	15.6%	14.9%	14.7%	14.4%	12.8%	
Black - Females	27	25	25	26	23	6.5%	6.0%	5.5%	5.8%	5.3%	
Black - Males	5	4	5	4	6	1.2%	1.0%	1.1%	0.9%	1.4%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	3,029	2,915	3,344	3,301	3,281	84.2%	83.6%	84.4%	84.3%	84.6%	
White - Females	2,230	2,149	2,470	2,455	2,463	73.6%	73.7%	73.9%	74.4%	75.1%	
White - Males	571	560	640	626	615	18.9%	19.2%	19.1%	19.0%	18.7%	
Black - Females	174	156	179	168	147	5.7%	5.4%	5.4%	5.1%	4.5%	
Black - Males	38	35	37	35	36	1.3%	1.2%	1.1%	1.1%	1.1%	
Other - Females	12	11	15	14	17	0.4%	0.4%	0.4%	0.4%	0.5%	
Other - Males	4	4	3	3	3	0.1%	0.1%	0.1%	0.1%	0.1%	
A Division		D: .			<del></del> 1		D:			1	
Age Distribution	1996-97 1		rict Count		2000 01	1006.07		ict Percenta		2000.01	
Teachers by Age Group	III I UUA U / II I	.997-98[[]	1998-99		2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
• • •		4.0			10-	2 2 1	o =-:		2 1-1		
Up to 24	65	19	98	98	107	2.3%	0.7%	3.2%	3.4%	3.8%	
Up to 24 25-29	65 294	255	327	325	301	10.3%	9.4%	10.7%	11.1%	10.7%	
Up to 24 25-29 30-34	65 294 291	255 261	327 323	325 285	301 289	10.3% 10.2%	9.4% 9.6%	10.7% 10.6%	11.1% 9.7%	10.7% 10.3%	
Up to 24 25-29 30-34 35-39	65 294 291 319	255 261 302	327 323 319	325 285 313	301 289 295	10.3% 10.2% 11.2%	9.4% 9.6% 11.2%	10.7% 10.6% 10.5%	11.1% 9.7% 10.7%	10.7% 10.3% 10.5%	
Up to 24 25-29 30-34 35-39 40-45	65 294 291 319 468	255 261 302 415	327 323 319 401	325 285 313 344	301 289 295 321	10.3% 10.2% 11.2% 16.4%	9.4% 9.6% 11.2% 15.3%	10.7% 10.6% 10.5% 13.2%	11.1% 9.7% 10.7% 11.8%	10.7% 10.3% 10.5% 11.4%	
Up to 24 25-29 30-34 35-39 40-45 45-49	65 294 291 319 468 634	255 261 302 415 584	327 323 319 401 574	325 285 313 344 530	301 289 295 321 475	10.3% 10.2% 11.2% 16.4% 22.2%	9.4% 9.6% 11.2% 15.3% 21.6%	10.7% 10.6% 10.5% 13.2% 18.8%	11.1% 9.7% 10.7% 11.8% 18.1%	10.7% 10.3% 10.5% 11.4% 16.9%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	65 294 291 319 468 634 451	255 261 302 415 584 516	327 323 319 401 574 584	325 285 313 344 530 626	301 289 295 321 475 614	10.3% 10.2% 11.2% 16.4% 22.2% 15.8%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1%	10.7% 10.6% 10.5% 13.2% 18.8% 19.2%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8%	
Up to 24 25-29 30-34 35-39 40-45 45-49	65 294 291 319 468 634	255 261 302 415 584	327 323 319 401 574	325 285 313 344 530	301 289 295 321 475	10.3% 10.2% 11.2% 16.4% 22.2%	9.4% 9.6% 11.2% 15.3% 21.6%	10.7% 10.6% 10.5% 13.2% 18.8%	11.1% 9.7% 10.7% 11.8% 18.1%	10.7% 10.3% 10.5% 11.4% 16.9%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	65 294 291 319 468 634 451	255 261 302 415 584 516	327 323 319 401 574 584	325 285 313 344 530 626	301 289 295 321 475 614	10.3% 10.2% 11.2% 16.4% 22.2% 15.8%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1%	10.7% 10.6% 10.5% 13.2% 18.8% 19.2%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	65 294 291 319 468 634 451 331	255 261 302 415 584 516 353	327 323 319 401 574 584 422	325 285 313 344 530 626 403	301 289 295 321 475 614 416	10.3% 10.2% 11.2% 16.4% 22.2% 15.8%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1%	10.7% 10.6% 10.5% 13.2% 18.8% 19.2%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	65 294 291 319 468 634 451 331	255 261 302 415 584 516 353 44.1	327 323 319 401 574 584 422 43.4	325 285 313 344 530 626 403 43.6	301 289 295 321 475 614 416	10.3% 10.2% 11.2% 16.4% 22.2% 15.8%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1% 13.0%	10.7% 10.6% 10.5% 13.2% 18.8% 19.2% 13.8%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4% 13.8%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	65 294 291 319 468 634 451 331 43.1	255 261 302 415 584 516 353 44.1	327 323 319 401 574 584 422 43.4	325 285 313 344 530 626 403 43.6	301 289 295 321 475 614 416 43.6	10.3% 10.2% 11.2% 16.4% 22.2% 15.8% 11.6%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1% 13.0%	10.7% 10.6% 10.5% 13.2% 18.8% 19.2% 13.8%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4% 13.8%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8% 14.8%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	65 294 291 319 468 634 451 331	255 261 302 415 584 516 353 44.1	327 323 319 401 574 584 422 43.4	325 285 313 344 530 626 403 43.6	301 289 295 321 475 614 416 43.6	10.3% 10.2% 11.2% 16.4% 22.2% 15.8%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1% 13.0%	10.7% 10.6% 10.5% 13.2% 18.8% 19.2% 13.8%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4% 13.8%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	65 294 291 319 468 634 451 331 43.1	255 261 302 415 584 516 353 44.1	327 323 319 401 574 584 422 43.4	325 285 313 344 530 626 403 43.6	301 289 295 321 475 614 416 43.6	10.3% 10.2% 11.2% 16.4% 22.2% 15.8% 11.6%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1% 13.0%	10.7% 10.6% 10.5% 13.2% 18.8% 19.2% 13.8%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4% 13.8%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8% 14.8%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	65 294 291 319 468 634 451 331 43.1	255 261 302 415 584 516 353 44.1 Dist 997-98 1	327 323 319 401 574 584 422 43.4 rict Count 1998-99 1	325 285 313 344 530 626 403 43.6	301 289 295 321 475 614 416 43.6	10.3% 10.2% 11.2% 16.4% 22.2% 15.8% 11.6% 1996-97	9.4% 9.6% 11.2% 15.3% 21.6% 19.1% 13.0% Distriction of the control of the	10.7% 10.6% 10.5% 13.2% 18.8% 19.2% 13.8%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4% 13.8%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8% 14.8%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	65 294 291 319 468 634 451 331 43.1	255 261 302 415 584 516 353 44.1 Dist 997-98 1 419 401	327 323 319 401 574 584 422 43.4 rict Count 1998-99 1 786 469 430	325 285 313 344 530 626 403 43.6	301 289 295 321 475 614 416 43.6 2000-01 803 514 379	10.3% 10.2% 11.2% 16.4% 22.2% 15.8% 11.6% 14.0% 13.8%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1% 13.0% Distriction of the control of the	10.7% 10.6% 10.5% 13.2% 18.8% 19.2% 13.8% ict Percenta 1998-99 22.3% 13.3% 12.2%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4% 13.8%  1999-00 22.1% 14.9% 10.9%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8% 14.8% 2000-01 23.1% 14.8% 10.9%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	65 294 291 319 468 634 451 331 43.1 1996-97 1 577 442 433 378	255 261 302 415 584 516 353 44.1 Dist 997-98 1 419 401 393	327 323 319 401 574 584 422 43.4 rict Count 1998-99 1 786 469 430 421	325 285 313 344 530 626 403 43.6 28 999-00 2 772 520 379 417	301 289 295 321 475 614 416 43.6 2000-01 803 514 379 402	10.3% 10.2% 11.2% 16.4% 22.2% 15.8% 11.6% 11.6%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1% 13.0%  District 1997-98 16.8% 13.7% 13.1% 12.8%	10.7% 10.6% 10.5% 13.2% 18.8% 19.2% 13.8%  10.5% 10.5% 10.7%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4% 13.8%  1999-00 1 14.9% 10.9% 12.0%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8% 14.8% 2000-01 23.1% 14.8% 10.9% 11.6%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	65 294 291 319 468 634 451 331 43.1 1996-97 1 577 442 433 378 372	255 261 302 415 584 516 353 44.1 Dist 997-98 1 419 401 393 361	327 323 319 401 574 584 422 43.4 rict Count 1998-99 1 786 469 430 421 371	325 285 313 344 530 626 403 43.6 8 999-00 2 772 520 379 417 333	301 289 295 321 475 614 416 43.6 2000-01 803 514 379 402 346	10.3% 10.2% 11.2% 16.4% 22.2% 15.8% 11.6% 11.6%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1% 13.0% Distribution of the control of the	10.7% 10.6% 10.5% 13.2% 18.8% 19.2% 13.8%  12.2% 13.3% 12.2% 10.5%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4% 13.8%  1999-00 22.1% 14.9% 10.9% 12.0% 9.5%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8% 14.8% 14.8% 10.9% 11.6% 9.9%	
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	65 294 291 319 468 634 451 331 43.1 1996-97 1 577 442 433 378	255 261 302 415 584 516 353 44.1 Dist 997-98 1 419 401 393	327 323 319 401 574 584 422 43.4 rict Count 1998-99 1 786 469 430 421	325 285 313 344 530 626 403 43.6 28 999-00 2 772 520 379 417	301 289 295 321 475 614 416 43.6 2000-01 803 514 379 402	10.3% 10.2% 11.2% 16.4% 22.2% 15.8% 11.6% 11.6%	9.4% 9.6% 11.2% 15.3% 21.6% 19.1% 13.0%  District 1997-98 16.8% 13.7% 13.1% 12.8%	10.7% 10.6% 10.5% 13.2% 18.8% 19.2% 13.8%  10.5% 10.5% 10.7%	11.1% 9.7% 10.7% 11.8% 18.1% 21.4% 13.8%  1999-00 1 14.9% 10.9% 12.0%	10.7% 10.3% 10.5% 11.4% 16.9% 21.8% 14.8% 2000-01 23.1% 14.8% 10.9% 11.6%	

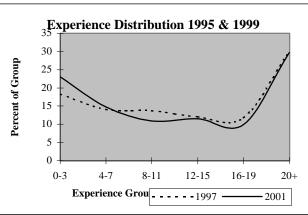
		Dis	strict Cou	nts		District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	344	30	514	561	-	9.2%	0.8%	12.4%	13.6%	-
Attrition from Transfers	53	6	94	98	-	1.4%	0.2%	2.3%	2.4%	-
Attrition from Exits	291	24	420	463	-	7.8%	0.7%	10.1%	11.2%	-
Teacher Attrition	308	27	450	486	-	9.8%	0.9%	12.8%	13.9%	-
Attrition from Transfers	52	5	87	92	-	1.7%	0.2%	2.5%	2.6%	-
Attrition from Exits	256	22	363	394	-	8.1%	0.7%	10.3%	11.3%	-
District Retention										
<b>Educator Retention</b>	3,386	3,619	3,647	3,565	-	90.8%	99.2%	87.6%	86.4%	-
Teacher Retention	2,841	3,034	3,073	3,002	-	90.2%	99.1%	87.2%	86.1%	-

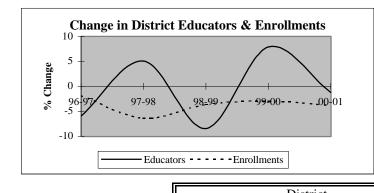
Teacher Retention	Di	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	60.9%	15.1%	23.9%				
1 Year of Experience	83.3%	3.4%	13.3%				
2 Years of Experience	86.5%	2.6%	10.9%				
3 Years of Experience	86.3%	0.9%	12.8%				
4 Years of Experience	86.4%	2.5%	11.1%				
5 Years of Experience	88.4%	1.2%	10.4%				

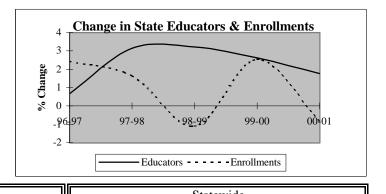
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distr	ict Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996	5-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	5.7%	7.9%	10.1%	12.0%	12.5%	8	3.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.1%	3.8%	5.1%	5.1%	5.0%	۷	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.0%	1.2%	1.1%	1.6%	1.1%	1	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.7%	92.2%	86.7%	87.7%	86.9%	90	0.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.1%	0.0%	0.0%	0.0%	(	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.2%	6.5%	12.2%	10.6%	11.9%	8	3.6%	9.3%	9.4%	11.0%	10.3%









			District			<u>Statewide</u>				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S	_	_			·				
Student to Educator Ratio	14.8	13.2	13.9	12.5	12.1	16.4		15.5	15.5	15.1
Student to Teacher Ratio	17.2	15.4	16.2	14.4	14.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	4	-7	6	-1	-	-	-	-	-
% Change in Educators	-6.0%	5.1%	-8.4%	7.9%	-1.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-22	-75	-40	-31	-39	-	-	-	-	-
% Change in Enrollment:	-1.8%	-6.4%	-3.7%	-2.9%	-3.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	2.5%	2.4%	2.6%	2.4%	12.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.8%	4.8%	5.3%	4.9%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.1%	9.6%	9.2%	8.5%	8.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	6.6%	6.3%	5.6%	6.4%	5.3%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	25.0%	25.0%	25.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.3	43.0	43.2	43.1	43.9	43.3	43.5	43.6	43.7	43.9
Average Experience	13.0	13.5	14.1	14.1	14.6	13.8	13.7	13.7	13.4	13.3
Average Salary	30,037	30,072	31,569	32,548	31,930	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	6.2%	6.0%	4.9%	6.0%	4.6%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	83.8%	83.1%	83.1%	83.1%	82.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	5.9%	5.6%	7.7%	7.0%	5.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	28.6%	na	27.9%	29.8%	31.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.5%	1.5%	1.3%	1.0%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%
-										

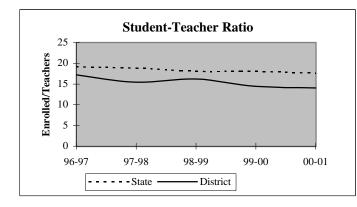
		Dis	trict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	79	83	76	82	81		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	77	78	73	76	72		97.5%	94.0%	96.1%	92.7%	88.9%
Newly Hired	2	5	3	6	9		2.5%	6.0%	3.9%	7.3%	11.1%
Transfers In	0	2	2	2	1		0.0%	40.0%	66.7%	33.3%	11.1%
Reentrants	1	1	1	2	4		50.0%	20.0%	33.3%	33.3%	44.4%
First Time Educators	1	2	0	2	4		50.0%	40.0%	0.0%	33.3%	44.4%
Total Exiting Next Year	1	10	0	10	-		1.3%	12.0%	0.0%	12.2%	-
Transfers Out	1	2	0	4	-		100.0%	20.0%	0.0%	40.0%	-
Leave Tennessee Educ.	0	8	0	6	-		0.0%	80.0%	0.0%	60.0%	-

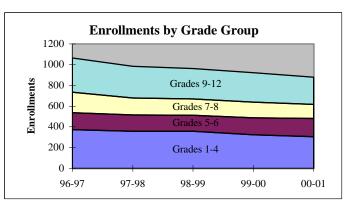
Dynamics Rates	District Rates									
District Attrition	1.3%	12.0%	0.0%	12.2%	-					
Transfers In/Out	0.00	1.00	nc	0.50	-					

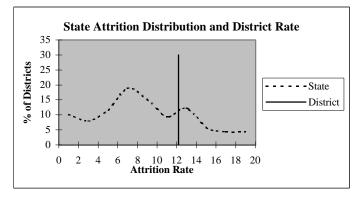
# District Report for: LAKE COUNTY

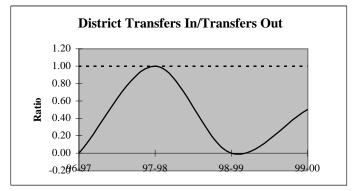
		Dis	strict Cou	nts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	79	83	76	82	81	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	3	4	4	4	4	3.8%	4.8%	5.3%	4.9%	4.9%		
Professional Staff	8	8	7	7	7	10.1%	9.6%	9.2%	8.5%	8.6%		
Total Teachers	68	71	65	71	70	86.1%	85.5%	85.5%	86.6%	86.4%		
Special Education	4	4	5	5	4	5.9%	5.6%	7.7%	7.0%	5.7%		
Pre-K & Kindergarten	6	6	6	7	8	8.8%	8.5%	9.2%	9.9%	11.4%		
Elementary (1-4)	28	28	27	28	27	41.2%	39.4%	41.5%	39.4%	38.6%		
Middle School (5-6)	8	9	7	7	8	11.8%	12.7%	10.8%	9.9%	11.4%		
Jr. High (7-8)	8	8	6	8	7	11.8%	11.3%	9.2%	11.3%	10.0%		
High School (9-12)	14	16	14	16	16	20.6%	22.5%	21.5%	22.5%	22.9%		
Business	1	1	1	1	1	7.1%	6.3%	7.1%	6.3%	6.3%		
Language Arts	3	3	3	3	3	21.4%	18.8%	21.4%	18.8%	18.8%		
Social Studies	1	1	0	1	1	7.1%	6.3%	0.0%	6.3%	6.3%		
Foreign Language	1	1	1	1	1	7.1%	6.3%	7.1%	6.3%	6.3%		
Mathematics	2	2	2	2	2	14.3%	12.5%	14.3%	12.5%	12.5%		
Science	2	3	2	2	2	14.3%	18.8%	14.3%	12.5%	12.5%		
Vocational Education	3	3	3	3	3	21.4%	18.8%	21.4%	18.8%	18.8%		
Other High School	1	2	2	3	3	7.1%	12.5%	14.3%	18.8%	18.8%		

Total Enrollments	1,168	1,093	1,053	1,022	983	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	88	93	75	91	93	7.5%	8.5%	7.1%	8.9%	9.5%
Grades 1-4	374	358	359	323	304	32.0%	32.8%	34.1%	31.6%	30.9%
Grades 5-6	164	156	153	165	176	14.0%	14.3%	14.5%	16.1%	17.9%
Grades 7-8	196	166	156	150	138	16.8%	15.2%	14.8%	14.7%	14.0%
Grades 9-12	329	304	294	283	262	28.2%	27.8%	27.9%	27.7%	26.7%
Ungraded	17	16	16	10	10	1.5%	1.5%	1.5%	1.0%	1.0%









		Dis	strict Cou	nts			Distr	rict Percenta	ages		
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender	<u>.                                    </u>		<u> </u>	'							
Administrative	3	4	4	4	4	3.9%	5.1%	5.6%	5.1%	5.3%	
White - Females	0	1	1	1	1	0.0%	25.0%	25.0%	25.0%	25.0%	
White - Males	3	3	3	3	3	100.0%	75.0%	75.0%	75.0%	75.0%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	8	8	7	7	7	10.5%	10.1%	9.7%	9.0%	9.2%	
White - Females	5	5	4	4	4	62.5%	62.5%	57.1%	57.1%	57.1%	
White - Males	2	2	2	2	2	25.0%	25.0%	28.6%	28.6%	28.6%	
Black - Females	1	1	1	1	1	12.5%	12.5%	14.3%	14.3%	14.3%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	65	67	61	67	65	85.5%	84.8%	84.7%	85.9%	85.5%	
White - Females	51	53	49	53	52	78.5%	79.1%	80.3%	79.1%	80.0%	
White - Males	10	10	9	10	10	15.4%	14.9%	14.8%	14.9%	15.4%	
Black - Females	4	4	3	4	3	6.2%	6.0%	4.9%	6.0%	4.6%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0% 0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	U	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Age Distribution		Dis	strict Cou	nts		District Percentages					
Teachers by Age Group	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	7-98 1998-99 1999-00 2000-01			
Up to 24	0	1	0	2	2	0.0%	1.5%	0.0%	3.1%	3.3%	
25-29	9	9	5	4	5	14.1%	13.8%	8.6%	6.3%	8.2%	
30-34	6	5	6	8	6	9.4%	7.7%	10.3%	12.5%	9.8%	
35-39	10	9	10	9	7	15.6%	13.8%	17.2%	14.1%	11.5%	
40-45	10	12	11	13	10	15.6%	18.5%	19.0%	20.3%	16.4%	
45-49	12	10	11	7	7	18.8%	15.4%	19.0%	10.9%	11.5%	
50-54	10	12	11	15	17	15.6%	18.5%	19.0%	23.4%	27.9%	
55+	7	7	4	6	7	10.9%	10.8%	6.9%	9.4%	11.5%	
Average Age	42.3	43.0	43.2	43.1	43.9						
	-										
Experience Distribution	<u></u>		trict Cou					rict Percenta			
Teachers by Experience	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
0-3 Years	13	13	9	8	9	19.1%	18.3%	13.8%	11.3%	12.9%	
4-7 Years	10	10	10	14	12	14.7%	14.1%	15.4%	19.7%	17.1%	
8-11 Years	14	13	10	11	9	20.6%	18.3%	15.4%	15.5%	12.9%	
12-15 Years	6	10	12	11	13	8.8%	14.1%	18.5%	15.5%	18.6%	
16-19 Years	6	4	6	6	5	8.8%	5.6%	9.2%	8.5%	7.1%	
20+ Years	19	21	18	21	22	27.9%	29.6%	27.7%	29.6%	31.4%	

Average Experience

13.0

13.5

14.1

14.6

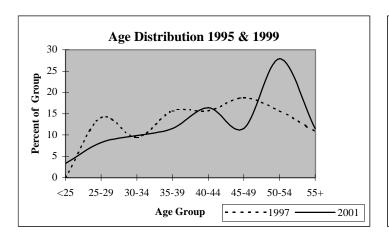
14.1

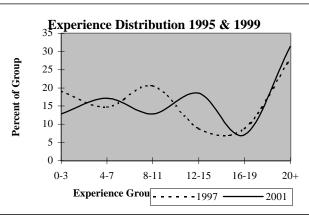
		Distri	ct Counts			District Rates					
Attrition	1996-97 19	97-98 19	98-99 19	99-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	1	10	0	10	-		1.3%	12.0%	0.0%	12.2%	-
Attrition from Transfers	1	2	0	4	-		1.3%	2.4%	0.0%	4.9%	-
Attrition from Exits	0	8	0	6	-		0.0%	9.6%	0.0%	7.3%	-
Teacher Attrition	1	9	0	9	-		1.5%	12.7%	0.0%	12.7%	-
Attrition from Transfers	1	2	0	4	-		1.5%	2.8%	0.0%	5.6%	-
Attrition from Exits	0	7	0	5	-		0.0%	9.9%	0.0%	7.0%	-
District Retention											
<b>Educator Retention</b>	78	73	76	72	-		98.7%	88.0%	100.0%	87.8%	-
Teacher Retention	67	62	65	62	-		98.5%	87.3%	100.0%	87.3%	-

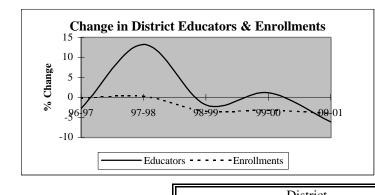
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	66.7%	25.0%	8.3%
1 Year of Experience	92.9%	7.1%	0.0%
2 Years of Experience	100.0%	0.0%	0.0%
3 Years of Experience	89.5%	10.5%	0.0%
4 Years of Experience	87.5%	0.0%	12.5%
5 Years of Experience	92.3%	0.0%	7.7%

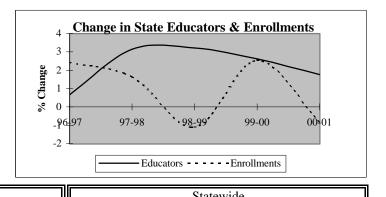
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distr	ict Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996	5-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											•
Race	9.0%	11.6%	13.3%	16.5%	17.9%	8	3.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	5.8%	7.8%	7.1%	8.3%	۷	1.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	1.2%	0.0%	3.7%	0.0%	1	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	97.5%	95.2%	98.7%	91.5%	90.1%		).2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	(	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	2.5%	3.6%	1.3%	4.9%	9.9%	8	3.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S					<u>, —                                     </u>					
Student to Educator Ratio	16.7	14.8	14.5	13.9	14.2	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.3	16.9	16.7	16.0	16.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-9	42	-7	4	-22	-	-	-	-	-	
% Change in Educators	-2.8%	13.2%	-1.9%	1.1%	-6.2%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-14	12	-185	-163	-204	-	-	-	-	-	
% Change in Enrollment	-0.3%	0.2%	-3.5%	-3.2%	-4.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.3%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.3%	5.0%	5.1%	5.0%	5.1%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.2%	7.5%	7.9%	7.8%	8.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	13.2%	11.7%	10.7%	10.4%	10.7%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	12.5%	11.8%	17.6%	17.6%	18.8%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	41.2%	38.9%	38.9%	44.4%	41.2%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.8	42.2	42.1	41.4	42.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.2	11.6	11.5	11.1	11.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,965	29,794	30,740	33,209	32,860	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	12.5%	11.0%	9.9%	9.6%	9.9%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	81.5%	79.4%	78.2%	78.5%	77.2%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.2%	11.4%	11.7%	13.2%	12.5%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	40.2%	na	43.7%	44.0%	44.0%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.3%	2.3%	1.9%	1.9%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%	

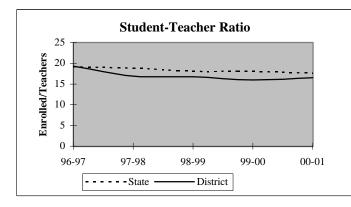
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	318	360	353	357	335	-	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	282	289	308	299	303		88.7%	80.3%	87.3%	83.8%	90.4%	
Newly Hired	36	71	45	58	32		11.3%	19.7%	12.7%	16.2%	9.6%	
Transfers In	6	10	5	1	4		16.7%	14.1%	11.1%	1.7%	12.5%	
Reentrants	8	16	12	19	7		22.2%	22.5%	26.7%	32.8%	21.9%	
First Time Educators	22	45	28	38	21		61.1%	63.4%	62.2%	65.5%	65.6%	
Total Exiting Next Year	29	52	54	54	-		9.1%	14.4%	15.3%	15.1%	-	
Transfers Out	21	21	27	13	-		72.4%	40.4%	50.0%	24.1%	-	
Leave Tennessee Educ.	8	31	27	41	-		27.6%	59.6%	50.0%	75.9%	-	

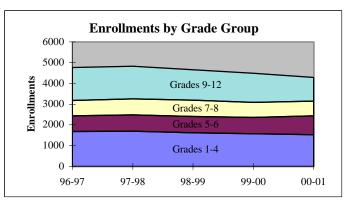
Dynamics Rates	District Rates										
District Attrition	9.1%	14.4%	15.3%	15.1%	-						
Transfers In/Out	0.29	0.48	0.19	0.08	-						

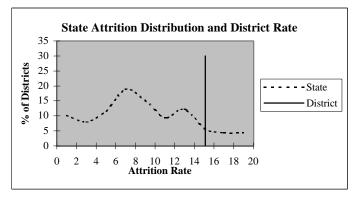
# District Report for: LAUDERDALE COUNTY

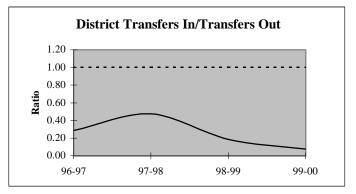
		Dis			Distr	rict Percent	ages			
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	318	360	353	357	335	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	18	18	18	17	5.3%	5.0%	5.1%	5.0%	5.1%
Professional Staff	26	27	28	28	29	8.2%	7.5%	7.9%	7.8%	8.7%
Total Teachers	275	315	307	311	289	86.5%	87.5%	87.0%	87.1%	86.3%
Special Education	28	36	36	41	36	10.2%	11.4%	11.7%	13.2%	12.5%
Pre-K & Kindergarten	19	21	18	20	22	6.9%	6.7%	5.9%	6.4%	7.6%
Elementary (1-4)	97	117	116	113	98	35.3%	37.1%	37.8%	36.3%	33.9%
Middle School (5-6)	29	33	31	31	33	10.5%	10.5%	10.1%	10.0%	11.4%
Jr. High (7-8)	27	27	28	29	30	9.8%	8.6%	9.1%	9.3%	10.4%
High School (9-12)	75	81	78	77	70	27.3%	25.7%	25.4%	24.8%	24.2%
Business	3	2	2	2	1	4.0%	2.5%	2.6%	2.6%	1.4%
Language Arts	11	9	10	10	10	14.7%	11.1%	12.8%	13.0%	14.3%
Social Studies	8	7	6	8	7	10.7%	8.6%	7.7%	10.4%	10.0%
Foreign Language	3	2	2	2	2	4.0%	2.5%	2.6%	2.6%	2.9%
Mathematics	9	6	8	10	9	12.0%	7.4%	10.3%	13.0%	12.9%
Science	9	7	8	8	7	12.0%	8.6%	10.3%	10.4%	10.0%
Vocational Education	14	20	18	18	17	18.7%	24.7%	23.1%	23.4%	24.3%
Other High School	18	28	24	19	17	24.0%	34.6%	30.8%	24.7%	24.3%
Total Enrollments	5,308	5,320	5,135	4,972	4,768	100.0%	100.0%	100.0%	100.0%	100.0%
Dro V & V	441	269	272	201	276	9 20/	6.00/	7 20/	7.00/	7.00/

Total Enrollments	5,308	5,320	5,135	4,972	4,768	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	441	368	373	391	376	8.3%	6.9%	7.3%	7.9%	7.9%
Grades 1-4	1,681	1,701	1,614	1,575	1,526	31.7%	32.0%	31.4%	31.7%	32.0%
Grades 5-6	755	776	788	790	912	14.2%	14.6%	15.3%	15.9%	19.1%
Grades 7-8	745	784	797	716	708	14.0%	14.7%	15.5%	14.4%	14.8%
Grades 9-12	1,581	1,570	1,462	1,404	1,149	29.8%	29.5%	28.5%	28.2%	24.1%
Ungraded	105	121	101	96	97	2.0%	2.3%	2.0%	1.9%	2.0%









		Dist	rict Coun	nts			Distr	rict Percenta	ages	
Profile by	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u>  </u>			JI	I
Administrative	16	17	17	17	16	5.3%	5.1%	5.2%	5.1%	5.0%
White - Females	5	5	5	6	5	31.3%	29.4%	29.4%	35.3%	31.3%
White - Males	9	10	9	8	8	56.3%	58.8%	52.9%	47.1%	50.0%
Black - Females	2	2	2	2	2	12.5%	11.8%	11.8%	11.8%	12.5%
Black - Males	0	0	1	1	1	0.0%	0.0%	5.9%	5.9%	6.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	24	26	27	27	28	7.9%	7.8%	8.3%	8.1%	8.8%
White - Females	17	18	20	20	21	70.8%	69.2%	74.1%	74.1%	75.0%
White - Males	2	3	3	3	3	8.3%	11.5%	11.1%	11.1%	10.7%
Black - Females	5	5	4	4	4	20.8%	19.2%	14.8%	14.8%	14.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	264	290	283	291	274	86.8%	87.1%	86.5%	86.9%	86.2%
White - Females	188	209	201	208	193	71.2%	72.1%	71.0%	71.5%	70.4%
White - Males	43	49	54	55	54	16.3%	16.9%	19.1%	18.9%	19.7%
Black - Females	24	24	22	22	21	9.1%	8.3%	7.8%	7.6%	7.7%
Black - Males	8	8	6	6	6	3.0%	2.8%	2.1%	2.1%	2.2%
Other - Females	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Coun	nts			Distr	ict Percenta	ages	1
Teachers by Age Group	1996-97 1			1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	4	5	8	8	7	1.7%	2.0%	3.5%	3.4%	3.2%
25-29	32	35	32	36	27	13.8%	14.3%	13.9%	15.3%	12.2%
30-34	27	26	25	30	28	11.6%	10.6%	10.8%	12.8%	12.6%
35-39	28	28	26	30	29	12.1%	11.4%	11.3%	12.8%	13.1%
40-45	42	40	35	26	24	18.1%	16.3%	15.2%	11.1%	10.8%
45-49	40	41	37	34	31	17.2%	16.7%	16.0%	14.5%	14.0%
50-54	38	45	44	50	47	16.4%	18.4%	19.0%	21.3%	21.2%
55+	21	25	24	21	29	9.1%	10.2%	10.4%	8.9%	13.1%
Average Age	41.8	42.2	42.1	41.4	42.5					
					<del></del> 11	 				
Experience Distribution	<u> </u>		rict Coun					ict Percenta		
Teachers by Experience	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	73	100	92	108	86	26.5%	31.7%	30.0%	34.7%	29.8%
4-7 Years	41	49	57	52	49	14.9%	15.6%	18.6%	16.7%	17.0%
8-11 Years	24	24	23	25	32	8.7%	7.6%	7.5%	8.0%	11.1%
12-15 Years	36	34	29	23	18	13.1%	10.8%	9.4%	7.4%	6.2%
16-19 Years 20+ Years	26	22	21	23	25	9.5%	7.0%	6.8%	7.4%	8.7%
	75	86	85	80	79	27.3%	27.3%	27.7%	25.7%	27.3%

Average Experience

11.1

11.9

11.5

11.6

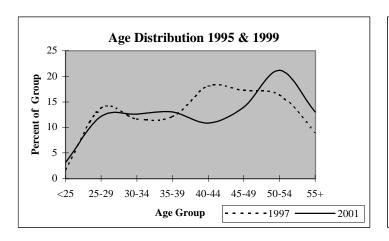
12.2

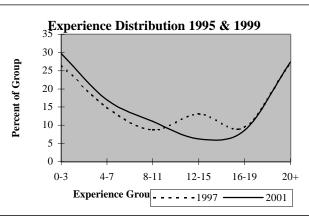
		Dis	trict Coun	its		District Rates					
Attrition	1996-97	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	29	52	54	54	-	Ï	9.1%	14.4%	15.3%	15.1%	-
Attrition from Transfers	21	21	27	13	-		6.6%	5.8%	7.6%	3.6%	-
Attrition from Exits	8	31	27	41	-		2.5%	8.6%	7.6%	11.5%	=
Teacher Attrition	28	48	52	53	-		10.2%	15.2%	16.9%	17.0%	=
Attrition from Transfers	20	21	26	13	-		7.3%	6.7%	8.5%	4.2%	-
Attrition from Exits	8	27	26	40	-		2.9%	8.6%	8.5%	12.9%	-
District Retention											
<b>Educator Retention</b>	289	308	299	303	-		90.9%	85.6%	84.7%	84.9%	-
Teacher Retention	247	267	255	258	-		89.8%	84.8%	83.1%	83.0%	-

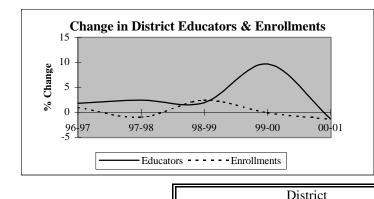
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	68.0%	11.2%	20.7%
1 Year of Experience	78.1%	13.2%	8.8%
2 Years of Experience	82.6%	7.6%	9.8%
3 Years of Experience	82.7%	9.9%	7.4%
4 Years of Experience	75.7%	10.0%	14.3%
5 Years of Experience	83.1%	4.2%	12.7%

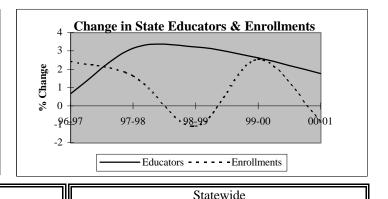
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	13.4%	21.2%	23.8%	25.7%	21.2%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.2%	14.6%	17.1%	14.2%	11.6%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.3%	0.3%	1.7%	0.8%	1.5%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.6%	81.9%	85.8%	83.2%	89.9%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.6%	0.3%	0.6%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.4%	17.5%	11.9%	16.0%	8.7%		8.6%	9.3%	9.4%	11.0%	10.3%









Ī			17.6     17.9     16.1       11     9     46       2.4%     1.9%     9.7%       -73     174     -10       1.0%     2.4%     -0.1%       0.0%     0.0%     0.0%       4.1%     4.0%     3.8%       3.4%     9.7%     8.6%       1.1%     1.1%     1.0%       5.3%     5.3%     5.0%       5.3%     5.3%     10.0%       43.5     43.7     43.7       14.6     14.7     14.4       4,427     31,260     33,061       1.1%     1.0%     0.9%       4.6%     76.6%     75.7%       7.6%     8.0%     7.7%					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators	s			<u></u> "		· · · · · · · · · · · · · · · · · · ·				
Student to Educator Ratio	15.9	15.4	15.4	14.1	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.4	17.6	17.9	16.1	15.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	8	11	9	46	-7	-	-	-	-	-
% Change in Educators	1.8%	2.4%	1.9%	9.7%	-1.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	67	-73	174	-10	-103	-	-	-	-	-
% Change in Enrollment	0.9%	-1.0%	2.4%	-0.1%	-1.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	10.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.6%	4.1%	4.0%	3.8%	3.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.0%	8.4%	9.7%	8.6%	8.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	1.1%	1.1%	1.0%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	4.8%	5.3%	5.3%	5.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	9.5%	5.3%	5.3%	10.0%	21.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	43.5	43.7	43.7	44.0	43.3	43.5	43.6	43.7	43.9
Average Experience	14.6	14.6	14.7	14.4	14.2	13.8	13.7	13.7	13.4	13.3
Average Salary	30,222	30,427	31,260	33,061	32,447	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.8%	1.1%	1.0%	0.9%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.6%	74.6%	76.6%	75.7%	74.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.9%	7.6%	8.0%	7.7%	7.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	2.6%	na	2.8%	3.1%	3.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	1.1%	0.9%	0.8%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

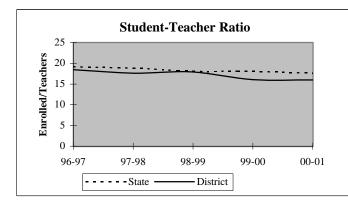
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	456	467	476	522	515	 100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	425	436	441	466	468	93.2%	93.4%	92.6%	89.3%	90.9%	
Newly Hired	31	31	35	56	47	6.8%	6.6%	7.4%	10.7%	9.1%	
Transfers In	4	6	2	7	2	12.9%	19.4%	5.7%	12.5%	4.3%	
Reentrants	7	6	9	13	12	22.6%	19.4%	25.7%	23.2%	25.5%	
First Time Educators	20	19	24	36	33	64.5%	61.3%	68.6%	64.3%	70.2%	
Total Exiting Next Year	20	26	10	54	-	4.4%	5.6%	2.1%	10.3%	-	
Transfers Out	6	1	1	14	-	30.0%	3.8%	10.0%	25.9%	-	
Leave Tennessee Educ.	14	25	9	40	_	70.0%	96.2%	90.0%	74.1%	-	

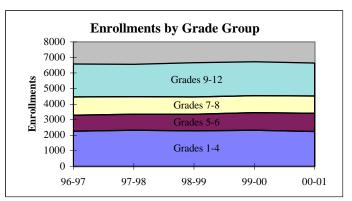
Dynamics Rates	District Rates								
District Attrition	4.4%	5.6%	2.1%	10.3%	-				
Transfers In/Out	0.67	6.00	2.00	0.50	-				

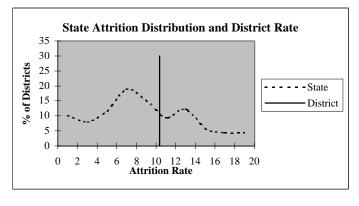
# District Report for: LAWRENCE COUNTY

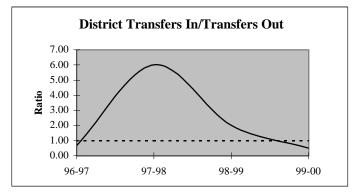
		Dist	rict Count	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	456	467	476	522	515	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	21	19	19	20	19	4.6%	4.1%	4.0%	3.8%	3.7%	
Professional Staff	41	39	46	45	42	9.0%	8.4%	9.7%	8.6%	8.2%	
Total Teachers	394	409	411	457	454	86.4%	87.6%	86.3%	87.5%	88.2%	
Special Education	31	31	33	35	36	7.9%	7.6%	8.0%	7.7%	7.9%	
Pre-K & Kindergarten	27	29	31	35	38	6.9%	7.1%	7.5%	7.7%	8.4%	
Elementary (1-4)	130	137	139	155	151	33.0%	33.5%	33.8%	33.9%	33.3%	
Middle School (5-6)	48	53	51	54	51	12.2%	13.0%	12.4%	11.8%	11.2%	
Jr. High (7-8)	44	40	42	48	49	11.2%	9.8%	10.2%	10.5%	10.8%	
High School (9-12)	114	119	115	130	129	28.9%	29.1%	28.0%	28.4%	28.4%	
Business	3	3	3	5	5	2.6%	2.5%	2.6%	3.8%	3.9%	
Language Arts	13	15	16	19	20	11.4%	12.6%	13.9%	14.6%	15.5%	
Social Studies	10	12	11	13	15	8.8%	10.1%	9.6%	10.0%	11.6%	
Foreign Language	6	6	6	6	5	5.3%	5.0%	5.2%	4.6%	3.9%	
Mathematics	11	13	15	17	16	9.6%	10.9%	13.0%	13.1%	12.4%	
Science	11	11	12	15	13	9.6%	9.2%	10.4%	11.5%	10.1%	
Vocational Education	27	30	30	33	33	23.7%	25.2%	26.1%	25.4%	25.6%	
Other High School	33	29	22	22	22	28.9%	24.4%	19.1%	16.9%	17.1%	
Total Enrollments	7,253	7,180	7,354	7,344	7,241	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	7,253	7,180	7,354	7,344	7,241	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	599	545	606	562	539	8.3%	7.6%	8.2%	7.7%	7.4%
Grades 1-4	2,265	2,316	2,288	2,320	2,237	31.2%	32.3%	31.1%	31.6%	30.9%
Grades 5-6	1,033	1,037	1,066	1,137	1,171	14.2%	14.4%	14.5%	15.5%	16.2%
Grades 7-8	1,173	1,121	1,107	1,093	1,123	16.2%	15.6%	15.1%	14.9%	15.5%
Grades 9-12	2,119	2,085	2,208	2,170	2,117	29.2%	29.0%	30.0%	29.5%	29.2%
Ungraded	64	76	79	62	54	0.9%	1.1%	1.1%	0.8%	0.7%









District Counts

District Percentages

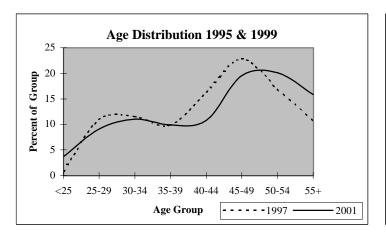
			ict Counts				D15t1	ict Percent	ages	
Profile by	1996-97	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	21	19	19	20	19	4.8%	4.3%	4.2%	4.1%	4.0%
White - Females	2	1	1	2	4	9.5%	5.3%	5.3%	10.0%	21.1%
White - Males	18	17	17	17	15	85.7%	89.5%	89.5%	85.0%	78.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	0	4.8%	5.3%	5.3%	5.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	40	38	45	44	41	9.2%	8.7%	10.0%	9.0%	8.5%
White - Females	32	32	37	37	36	80.0%	84.2%	82.2%	84.1%	87.8%
White - Males	8	6	8	7	5	20.0%	15.8%	17.8%	15.9%	12.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	374	380	386	424	421	86.0%	87.0%	85.8%	86.9%	87.5%
White - Females	281	288	300	327	320	75.1%	75.8%	77.7%	77.1%	76.0%
White - Males	90	88	82	93	98	24.1%	23.2%	21.2%	21.9%	23.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	0.3%	0.3%	0.3%	0.2%	0.2%
Other - Females	2	3	3	3	2	0.5%	0.8%	0.8%	0.7%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A Divitor		D: .	·				D: /	· . D		
Age Distribution	1006.07		rict Counts		000.01	District Percentages 1996-97 1997-98 1998-99 1999-00 2000-01				
Teachers by Age Group	<u> </u>	997-98 1		999-00 2			1997-98		1999-00	2000-01
Up to 24	3	4	4	14	13	0.8%	1.1%	1.1%	3.7%	3.7%
25-29	39	41	33	30	32	11.0%	11.4%	9.3%	8.0%	9.1%
30-34	41	42	45	54	39	11.5%	11.7%	12.7%	14.4%	11.0%
35-39	35	31	34	33	35	9.9%	8.6%	9.6%	8.8%	9.9%
40-45	58	53	46	40	38	16.3%	14.7%	13.0%	10.7%	10.8%
45-49	Q1									40
	81	82	83	82	69	22.8%	22.8%	23.5%	21.9%	19.5%
50-54	60	63	65	73	71	16.9%	22.8% 17.5%	23.5% 18.4%	21.9% 19.5%	20.1%
50-54 55+							22.8%	23.5%	21.9%	
	60	63	65	73	71	16.9%	22.8% 17.5%	23.5% 18.4%	21.9% 19.5%	20.1%
55+ Average Age	60 38	63 44 43.5	65 43 43.7	73 49 43.7	71 56	16.9%	22.8% 17.5% 12.2%	23.5% 18.4% 12.2%	21.9% 19.5% 13.1%	20.1%
55+ Average Age Experience Distribution	60 38 43.1	63 44 43.5 Distr	65 43 43.7	73 49 43.7	71 56 44.0	16.9% 10.7%	22.8% 17.5% 12.2% Distr	23.5% 18.4% 12.2% ict Percent	21.9% 19.5% 13.1%	20.1% 15.9%
55+ Average Age  Experience Distribution Teachers by Experience	60 38 43.1	63 44 43.5 Distr	65 43 43.7 rict Counts 998-99 1	73 49 43.7 8 999-00 2	71 56 44.0 000-01	16.9% 10.7% 1996-97	22.8% 17.5% 12.2% Distr 1997-98	23.5% 18.4% 12.2% ict Percent 1998-99	21.9% 19.5% 13.1% ages 1999-00	20.1% 15.9% 2000-01
55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	60 38 43.1 1996-97 19	63 44 43.5 Distr 997-98 1 80	65 43 43.7 Fict Counts 998-99 1	73 49 43.7 8 999-00 2 96	71 56 44.0 000-01 103	16.9% 10.7% 1996-97	22.8% 17.5% 12.2% Distr 1997-98	23.5% 18.4% 12.2% ict Percent 1998-99 20.7%	21.9% 19.5% 13.1% ages 1999-00 21.0%	20.1% 15.9% 2000-01 22.7%
55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	60 38 43.1 1996-97 19 73 56	63 44 43.5 Distr 997-98 1 80 60	65 43 43.7 Fict Counts 998-99 1 85 53	73 49 43.7 8 999-00 2 96 71	71 56 44.0 000-01 103 65	16.9% 10.7% 1996-97 18.5% 14.2%	22.8% 17.5% 12.2% Distr 1997-98 19.6% 14.7%	23.5% 18.4% 12.2% ict Percent. 1998-99 20.7% 12.9%	21.9% 19.5% 13.1% ages 1999-00 21.0% 15.5%	20.1% 15.9% 2000-01 22.7% 14.3%
55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	60 38 43.1 1996-97 19 73 56 35	63 44 43.5 Distr 997-98 1 80 60 37	65 43 43.7 Fict Counts 998-99 1 85 53 45	73 49 43.7 8 999-00 2 96 71 44	71 56 44.0 000-01 103 65 52	16.9% 10.7% 1996-97 18.5% 14.2% 8.9%	22.8% 17.5% 12.2% Distr 1997-98 19.6% 14.7% 9.0%	23.5% 18.4% 12.2% ict Percent 1998-99 20.7% 12.9% 10.9%	21.9% 19.5% 13.1% ages 1999-00 21.0% 15.5% 9.6%	20.1% 15.9% 2000-01 22.7% 14.3% 11.5%
55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	60 38 43.1 1996-97 19 73 56 35 30	63 44 43.5 Distr 997-98 1 80 60 37 30	65 43 43.7 rict Counts 998-99 1 85 53 45 27	73 49 43.7 8 999-00 2 96 71 44 33	71 56 44.0 000-01 103 65 52 36	16.9% 10.7% 1996-97 18.5% 14.2% 8.9% 7.6%	22.8% 17.5% 12.2% Distr 1997-98 19.6% 14.7% 9.0% 7.3%	23.5% 18.4% 12.2% ict Percent 1998-99 20.7% 12.9% 10.9% 6.6%	21.9% 19.5% 13.1% 13.1% ages 1999-00 21.0% 15.5% 9.6% 7.2%	20.1% 15.9% 2000-01 22.7% 14.3% 11.5% 7.9%
Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	60 38 43.1 1996-97 19 73 56 35 30 46	63 44 43.5 Distr 997-98 1 80 60 37 30 44	65 43 43.7 Fict Counts 998-99 1 85 53 45 27 34	73 49 43.7 8 999-00 2 96 71 44 33 31	71 56 44.0 000-01 103 65 52 36 29	16.9% 10.7% 1996-97 18.5% 14.2% 8.9% 7.6% 11.7%	22.8% 17.5% 12.2% 1997-98 19.6% 14.7% 9.0% 7.3% 10.8%	23.5% 18.4% 12.2% ict Percent 1998-99 20.7% 12.9% 10.9% 6.6% 8.3%	21.9% 19.5% 13.1% 13.1% 1999-00 21.0% 15.5% 9.6% 7.2% 6.8%	20.1% 15.9% 2000-01 22.7% 14.3% 11.5% 7.9% 6.4%
55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	60 38 43.1 1996-97 19 73 56 35 30	63 44 43.5 Distr 997-98 1 80 60 37 30	65 43 43.7 rict Counts 998-99 1 85 53 45 27	73 49 43.7 8 999-00 2 96 71 44 33	71 56 44.0 000-01 103 65 52 36	16.9% 10.7% 1996-97 18.5% 14.2% 8.9% 7.6%	22.8% 17.5% 12.2% Distr 1997-98 19.6% 14.7% 9.0% 7.3%	23.5% 18.4% 12.2% ict Percent 1998-99 20.7% 12.9% 10.9% 6.6%	21.9% 19.5% 13.1% 13.1% ages 1999-00 21.0% 15.5% 9.6% 7.2%	20.1% 15.9% 2000-01 22.7% 14.3% 11.5% 7.9%

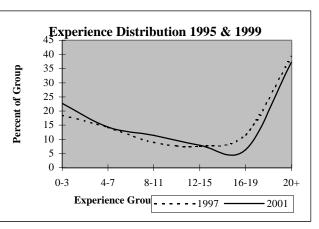
		District Counts					District Rates				
Attrition	1996-97	997-98	1998-99	1999-00 2	2000-01	1996-9	7 1997-98	1998-99	1999-00	2000-01	
Educator Attrition	20	26	10	54	-	4.49	% 5.6%	2.1%	10.3%	-	
Attrition from Transfers	6	1	1	14	-	1.39	% 0.2%	0.2%	2.7%	-	
Attrition from Exits	14	25	9	40	-	3.19	% 5.4%	1.9%	7.7%	-	
Teacher Attrition	15	22	10	43	-	3.89	% 5.4%	2.4%	9.4%	-	
Attrition from Transfers	5	0	1	11	-	1.39	% 0.0%	0.2%	2.4%	-	
Attrition from Exits	10	22	9	32	-	2.59	% 5.4%	2.2%	7.0%	-	
District Retention											
<b>Educator Retention</b>	436	441	466	468	-	95.69	% 94.4%	97.9%	89.7%	-	
Teacher Retention	379	387	401	414	-	96.29	% 94.6%	97.6%	90.6%	-	

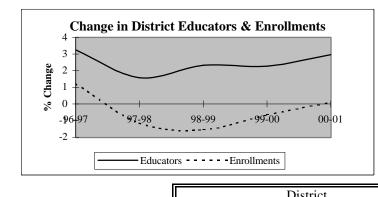
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	93.2%	0.8%	6.1%
1 Year of Experience	89.9%	1.0%	9.1%
2 Years of Experience	87.5%	4.5%	8.0%
3 Years of Experience	93.3%	0.0%	6.7%
4 Years of Experience	94.3%	0.0%	5.7%
5 Years of Experience	94.5%	0.0%	5.5%

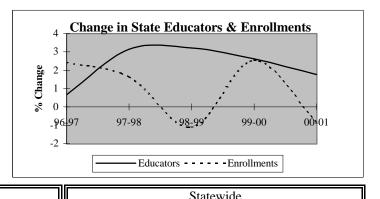
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		District Percentages						Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.9%	11.5%	13.7%	16.6%	16.2%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.8%	6.7%	8.5%	7.8%	6.8%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.4%	1.3%	1.1%	1.0%	1.6%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.6%	92.9%	91.8%	89.5%	89.1%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.4%	0.2%	0.0%	0.6%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.9%	5.4%	6.9%	9.6%	8.7%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s			<u></u>	<u></u>		<u> </u>			<del></del>
Student to Educator Ratio	16.3	15.9	15.3	14.8	14.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.4	18.6	18.0	17.1	16.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	4	2	3	3	4	-	-	-	-	-
% Change in Educators	3.3%	1.6%	2.3%	2.3%	3.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	25	-24	-32	-13	2	-	-	-	-	-
% Change in Enrollment:	1.2%	-1.2%	-1.6%	-0.6%	0.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.8%	0.8%	0.8%	1.5%	5.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.5%	5.4%	5.3%	5.2%	5.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.2%	9.3%	9.8%	8.1%	7.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.4%	2.4%	2.4%	2.3%	2.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	28.6%	14.3%	14.3%	28.6%	28.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.5	41.0	39.9	39.9	41.1	43.3	43.5	43.6	43.7	43.9
Average Experience	11.7	11.6	11.0	11.0	12.2	13.8	13.7	13.7	13.4	13.3
Average Salary	29,041	28,569	29,804	31,713	31,838	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.9%	1.9%	1.9%	1.8%	1.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	73.8%	75.5%	72.3%	71.8%	70.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.1%	11.8%	12.5%	13.7%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.8%	na	2.5%	3.0%	3.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.9%	0.9%	0.7%	0.9%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

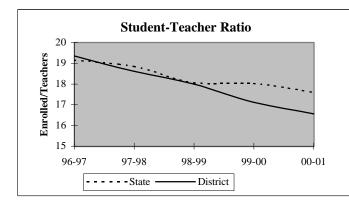
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	127	129	132	135	139		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	118	118	115	119	129		92.9%	91.5%	87.1%	88.1%	92.8%
Newly Hired	9	11	17	16	10		7.1%	8.5%	12.9%	11.9%	7.2%
Transfers In	1	2	0	3	1		11.1%	18.2%	0.0%	18.8%	10.0%
Reentrants	2	2	3	5	6		22.2%	18.2%	17.6%	31.3%	60.0%
First Time Educators	6	7	14	8	3		66.7%	63.6%	82.4%	50.0%	30.0%
Total Exiting Next Year	9	14	13	6	-		7.1%	10.9%	9.8%	4.4%	-
Transfers Out	4	7	4	3	-		44.4%	50.0%	30.8%	50.0%	-
Leave Tennessee Educ.	5	7	9	3	-		55.6%	50.0%	69.2%	50.0%	-

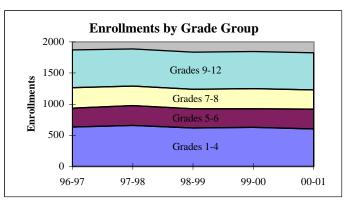
Dynamics Rates	District Rates								
District Attrition	7.1%	10.9%	9.8%	4.4%	-				
Transfers In/Out	0.25	0.29	0.00	1.00	-				

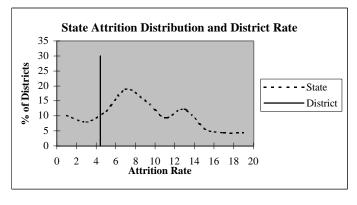
# District Report for: LEWIS COUNTY

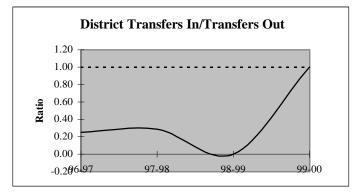
		Distr	rict Counts	3		District Percentages				
Profile by Position	1996-97 19	997-98 1	998-99 19	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	127	129	132	135	139	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	7	7	7	7	5.5%	5.4%	5.3%	5.2%	5.0%
Professional Staff	13	12	13	11	11	10.2%	9.3%	9.8%	8.1%	7.9%
Total Teachers	107	110	112	117	121	84.3%	85.3%	84.8%	86.7%	87.1%
Special Education	14	13	14	16	17	13.1%	11.8%	12.5%	13.7%	14.0%
Pre-K & Kindergarten	8	8	8	7	8	7.5%	7.3%	7.1%	6.0%	6.6%
Elementary (1-4)	34	36	37	38	38	31.8%	32.7%	33.0%	32.5%	31.4%
Middle School (5-6)	11	12	11	13	13	10.3%	10.9%	9.8%	11.1%	10.7%
Jr. High (7-8)	12	12	12	12	12	11.2%	10.9%	10.7%	10.3%	9.9%
High School (9-12)	28	29	30	31	33	26.2%	26.4%	26.8%	26.5%	27.3%
Business	1	1	1	0	1	3.6%	3.4%	3.3%	0.0%	3.0%
Language Arts	4	3	4	4	5	14.3%	10.3%	13.3%	12.9%	15.2%
Social Studies	5	2	2	5	5	17.9%	6.9%	6.7%	16.1%	15.2%
Foreign Language	1	1	1	1	1	3.6%	3.4%	3.3%	3.2%	3.0%
Mathematics	4	3	3	4	4	14.3%	10.3%	10.0%	12.9%	12.1%
Science	3	2	3	4	3	10.7%	6.9%	10.0%	12.9%	9.1%
Vocational Education	4	2	2	3	2	14.3%	6.9%	6.7%	9.7%	6.1%
Other High School	6	15	14	10	12	21.4%	51.7%	46.7%	32.3%	36.4%

Total Enrollments	2,071	2,047	2,015	2,002	2,004	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	184	142	159	137	160	8.9%	6.9%	7.9%	6.8%	8.0%
Grades 1-4	633	657	618	628	604	30.6%	32.1%	30.7%	31.4%	30.1%
Grades 5-6	305	322	305	296	318	14.7%	15.7%	15.1%	14.8%	15.9%
Grades 7-8	329	311	318	326	307	15.9%	15.2%	15.8%	16.3%	15.3%
Grades 9-12	605	596	596	597	597	29.2%	29.1%	29.6%	29.8%	29.8%
Ungraded	15	19	19	18	18	0.7%	0.9%	0.9%	0.9%	0.9%









Profile by

1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98

District Percentages

1998-99

1999-00 2000-01

**District Counts** 

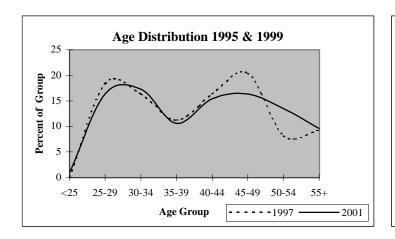
rioine by	1770-77	777 70 1	// 0 //	1/// 00 .	2000 01	1990-97	1777-70	1770-77	1777-00	2000 01
Known Race and Gender										
Administrative	7	7	7	7	7	5.6%	5.5%	5.5%	5.4%	5.2%
White - Females	2	1	1	2	2	28.6%	14.3%	14.3%	28.6%	28.6%
White - Males	5	6	6	5	5	71.4%	85.7%	85.7%	71.4%	71.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	12	12	10	10	9.7%	9.4%	9.4%	7.7%	7.5%
White - Females	7	7	7	7	7	58.3%	58.3%	58.3%	70.0%	70.0%
White - Males	4	4	4	2	2	33.3%	33.3%	33.3%	20.0%	20.0%
Black - Females	1	1	1	1	1	8.3%	8.3%	8.3%	10.0%	10.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	105	108	108	113	117	84.7%	85.0%	85.0%	86.9%	87.3%
White - Females	75	79	76	79	80	71.4%	73.1%	70.4%	69.9%	68.4%
White - Males	28	27	30	32	35	26.7%	25.0%	27.8%	28.3%	29.9%
Black - Females	2	2	2	2	2	1.9%	1.9%	1.9%	1.8%	1.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - wrates	U	U	U	U	U	0.070	0.070	0.070	0.070	0.070
	r.									
Age Distribution		Dist	rict Cour	nte			Dietr	ict Percents	ages	
Age Distribution	1006 07 1		rict Cour		2000 01	1006 07		rict Percenta		2000.01
Teachers by Age Group	السال	997-98 1	998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	0	997-98 1	998-99	1999-00	1	0.0%	1997-98	1998-99	1999-00	1.0%
Teachers by Age Group Up to 24 25-29	0 18	997-98 1 0 17	998-99 2 17	1999-00 2 2 17	1 17	0.0% 18.4%	1997-98 0.0% 17.5%	1998-99 2.0% 17.2%	1999-00 1.9% 16.5%	1.0% 16.3%
Teachers by Age Group Up to 24 25-29 30-34	0 18 16	997-98 1 0 17 15	998-99 2 17 15	1999-00 2 17 17	1 17 18	0.0% 18.4% 16.3%	1997-98 0.0% 17.5% 15.5%	1998-99 2.0% 17.2% 15.2%	1999-00 1.9% 16.5% 16.5%	1.0% 16.3% 17.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39	0 18 16 11	997-98 1 0 17 15 13	998-99 2 17 15 16	1999-00 2 17 17 16	1 17 18 11	0.0% 18.4% 16.3% 11.2%	1997-98 0.0% 17.5% 15.5% 13.4%	2.0% 17.2% 15.2% 16.2%	1999-00 1.9% 16.5% 16.5% 15.5%	1.0% 16.3% 17.3% 10.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	0 18 16 11 16	997-98 1 0 17 15 13 13	998-99 2 17 15 16 12	1999-00 2 17 17 16 14	1 17 18 11 16	0.0% 18.4% 16.3% 11.2% 16.3%	1997-98 0.0% 17.5% 15.5% 13.4% 13.4%	2.0% 17.2% 15.2% 16.2% 12.1%	1999-00 1.9% 16.5% 16.5% 15.5% 13.6%	1.0% 16.3% 17.3% 10.6% 15.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 18 16 11 16 20	997-98 1 0 17 15 13 13 20	998-99 2 17 15 16 12 21	1999-00 2 17 17 16 14 20	1 17 18 11 16 17	0.0% 18.4% 16.3% 11.2% 16.3% 20.4%	0.0% 17.5% 15.5% 13.4% 13.4% 20.6%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2%	1999-00 1.9% 16.5% 16.5% 15.5% 13.6% 19.4%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 18 16 11 16 20 8	997-98 1 0 17 15 13 13 20 9	998-99 2 17 15 16 12 21 8	1999-00 2 17 17 16 14 20 9	1 17 18 11 16 17	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2%	0.0% 17.5% 15.5% 13.4% 20.6% 9.3%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1%	1999-00 1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 18 16 11 16 20	997-98 1 0 17 15 13 13 20	998-99 2 17 15 16 12 21	1999-00 2 17 17 16 14 20	1 17 18 11 16 17	0.0% 18.4% 16.3% 11.2% 16.3% 20.4%	0.0% 17.5% 15.5% 13.4% 13.4% 20.6%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2%	1999-00 1.9% 16.5% 16.5% 15.5% 13.6% 19.4%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 18 16 11 16 20 8 9	997-98 1 0 17 15 13 13 20 9 10	998-99 2 17 15 16 12 21 8	1999-00 2 17 17 16 14 20 9 8	1 17 18 11 16 17 14	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2%	0.0% 17.5% 15.5% 13.4% 20.6% 9.3%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1%	1999-00 1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 18 16 11 16 20 8	997-98 1 0 17 15 13 13 20 9	998-99 2 17 15 16 12 21 8	1999-00 2 17 17 16 14 20 9	1 17 18 11 16 17	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2%	0.0% 17.5% 15.5% 13.4% 20.6% 9.3%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1%	1999-00 1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 18 16 11 16 20 8 9	997-98 1 0 17 15 13 13 20 9 10	998-99 2 17 15 16 12 21 8	1999-00 2 17 17 16 14 20 9 8	1 17 18 11 16 17 14	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2%	0.0% 17.5% 15.5% 13.4% 20.6% 9.3%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1%	1999-00 1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 18 16 11 16 20 8 9	997-98 1 0 17 15 13 13 20 9 10 41.0	998-99 2 17 15 16 12 21 8	1999-00 2 17 17 16 14 20 9 8 39.9	1 17 18 11 16 17 14	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2%	0.0% 17.5% 15.5% 13.4% 13.4% 20.6% 9.3% 10.3%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1% 8.1%	1999-00 1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7% 7.8%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 18 16 11 16 20 8 9 40.5	997-98 1 0 17 15 13 13 20 9 10 41.0	998-99 2 17 15 16 12 21 8 8 39.9	1999-00 2 17 17 16 14 20 9 8 39.9	1 17 18 11 16 17 14 10 41.1	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2% 9.2%	0.0% 17.5% 15.5% 13.4% 13.4% 20.6% 9.3% 10.3%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1%	1999-00 1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7% 7.8%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 18 16 11 16 20 8 9 40.5	997-98 1 0 17 15 13 13 20 9 10 41.0 Distr	998-99 2 17 15 16 12 21 8 8 39.9	1999-00 2 17 17 16 14 20 9 8 39.9	1 17 18 11 16 17 14 10 41.1	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2% 9.2%	0.0% 17.5% 15.5% 13.4% 20.6% 9.3% 10.3% Distr	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1% 8.1%	1999-00  1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7% 7.8%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5% 9.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 18 16 11 16 20 8 9 40.5	997-98 1  0 17 15 13 13 20 9 10 41.0  Distriction of the property of the prope	998-99 2 17 15 16 12 21 8 8 39.9	1999-00 2 17 17 16 14 20 9 8 39.9	1 17 18 11 16 17 14 10 41.1	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2% 9.2%	0.0% 17.5% 15.5% 13.4% 13.4% 20.6% 9.3% 10.3% Distr 1997-98	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1% 8.1%	1999-00  1.9% 16.5% 16.5% 13.6% 19.4% 8.7% 7.8%  ages 1999-00 27.4%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5% 9.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 18 16 11 16 20 8 9 40.5	997-98 1 0 17 15 13 13 20 9 10 41.0  Distr	998-99 2 17 15 16 12 21 8 8 39.9 rict Cour 998-99 24 24	1999-00 2 17 17 16 14 20 9 8 39.9	1 17 18 11 16 17 14 10 41.1	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2% 9.2%  1996-97 26.2% 17.8%	0.0% 17.5% 15.5% 13.4% 13.4% 20.6% 9.3% 10.3%  Distr 1997-98 21.8% 20.0%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1% 8.1% 21.4% 21.4%	1999-00  1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7% 7.8%  1999-00  27.4% 17.9%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5% 9.6% 2000-01 24.8% 19.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 18 16 11 16 20 8 9 40.5	997-98 1 0 17 15 13 20 9 10 41.0 Distriction of the second of t	998-99 2 17 15 16 12 21 8 8 39.9 rict Cour 998-99 24 24 23	1999-00 2 17 17 16 14 20 9 8 39.9 nts 1999-00 2 21 19	1 17 18 11 16 17 14 10 41.1 2000-01 30 23 16	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2% 9.2%  1996-97  26.2% 17.8% 15.0%	0.0% 17.5% 15.5% 13.4% 13.4% 20.6% 9.3% 10.3%  Distr 1997-98 21.8% 20.0% 18.2%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1% 8.1%  sict Percenta 1998-99 21.4% 20.5%	1999-00  1.9% 16.5% 16.5% 13.6% 19.4% 8.7% 7.8%  1999-00  27.4% 17.9% 16.2%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5% 9.6% 2000-01 24.8% 19.0% 13.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 18 16 11 16 20 8 9 40.5	997-98 1 0 17 15 13 20 9 10 41.0 Distr 997-98 1 24 22 20 8	998-99 2 17 15 16 12 21 8 8 39.9 rict Cour 998-99 24 24 23 9	1999-00 2 17 17 16 14 20 9 8 39.9 nts 1999-00 2 21 19	1 17 18 11 16 17 14 10 41.1 2000-01 30 23 16 14	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2% 9.2%  1996-97  26.2% 17.8% 15.0% 5.6%	0.0% 17.5% 15.5% 13.4% 20.6% 9.3% 10.3%  Distr 1997-98  21.8% 20.0% 18.2% 7.3%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1% 8.1%  rict Percenta 1998-99 21.4% 21.4% 20.5% 8.0%	1999-00  1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7% 7.8%  1999-00  27.4% 17.9% 16.2% 9.4%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5% 9.6% 2000-01 24.8% 19.0% 13.2% 11.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	0 18 16 11 16 20 8 9 40.5	997-98 1  0 17 15 13 13 20 9 10 41.0  Distring 997-98 1  24 22 20 8 10	998-99 2 17 15 16 12 21 8 8 39.9 rict Cour 998-99 24 24 23 9 5	1999-00 2 17 17 16 14 20 9 8 39.9 1999-00 2 21 19 11 6	1 17 18 11 16 17 14 10 41.1 2000-01 30 23 16 14 4	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2% 9.2%  1996-97  26.2% 17.8% 15.0% 5.6% 12.1%	0.0% 17.5% 15.5% 13.4% 13.4% 20.6% 9.3% 10.3%  Distr 1997-98 21.8% 20.0% 18.2% 7.3% 9.1%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1% 8.1%  21.4% 21.4% 20.5% 8.0% 4.5%	1999-00  1.9% 16.5% 16.5% 13.6% 19.4% 8.7% 7.8%  1999-00  27.4% 17.9% 16.2% 9.4% 5.1%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5% 9.6%  2000-01 24.8% 19.0% 13.2% 11.6% 3.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years 20+ Years	0 18 16 11 16 20 8 9 40.5	997-98 1 0 17 15 13 13 20 9 10 41.0  Distr 997-98 1 24 22 20 8 10 26	998-99 2 17 15 16 12 21 8 8 39.9 rict Cour 998-99 24 24 23 9 5 27	1999-00 2 17 17 16 14 20 9 8 39.9 11 6 28	1 17 18 11 16 17 14 10 41.1 2000-01 30 23 16 14 4 34	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2% 9.2%  1996-97  26.2% 17.8% 15.0% 5.6%	0.0% 17.5% 15.5% 13.4% 20.6% 9.3% 10.3%  Distr 1997-98  21.8% 20.0% 18.2% 7.3%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1% 8.1%  rict Percenta 1998-99 21.4% 21.4% 20.5% 8.0%	1999-00  1.9% 16.5% 16.5% 15.5% 13.6% 19.4% 8.7% 7.8%  1999-00  27.4% 17.9% 16.2% 9.4%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5% 9.6% 2000-01 24.8% 19.0% 13.2% 11.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	0 18 16 11 16 20 8 9 40.5	997-98 1  0 17 15 13 13 20 9 10 41.0  Distring 997-98 1  24 22 20 8 10	998-99 2 17 15 16 12 21 8 8 39.9 rict Cour 998-99 24 24 23 9 5	1999-00 2 17 17 16 14 20 9 8 39.9 1999-00 2 21 19 11 6	1 17 18 11 16 17 14 10 41.1 2000-01 30 23 16 14 4	0.0% 18.4% 16.3% 11.2% 16.3% 20.4% 8.2% 9.2%  1996-97  26.2% 17.8% 15.0% 5.6% 12.1%	0.0% 17.5% 15.5% 13.4% 13.4% 20.6% 9.3% 10.3%  Distr 1997-98 21.8% 20.0% 18.2% 7.3% 9.1%	2.0% 17.2% 15.2% 16.2% 12.1% 21.2% 8.1% 8.1%  21.4% 21.4% 20.5% 8.0% 4.5%	1999-00  1.9% 16.5% 16.5% 13.6% 19.4% 8.7% 7.8%  1999-00  27.4% 17.9% 16.2% 9.4% 5.1%	1.0% 16.3% 17.3% 10.6% 15.4% 16.3% 13.5% 9.6%  2000-01 24.8% 19.0% 13.2% 11.6% 3.3%

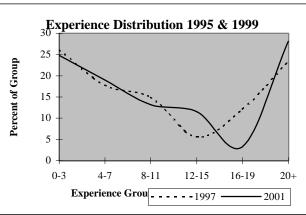
		Dis	strict Cou	nts				D	istrict Rate	S	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	9	14	13	6	-		7.1%	10.9%	9.8%	4.4%	-
Attrition from Transfers	4	7	4	3	-		3.1%	5.4%	3.0%	2.2%	-
Attrition from Exits	5	7	9	3	-		3.9%	5.4%	6.8%	2.2%	-
Teacher Attrition	7	12	11	6	-		6.5%	10.9%	9.8%	5.1%	-
Attrition from Transfers	3	7	3	3	-		2.8%	6.4%	2.7%	2.6%	-
Attrition from Exits	4	5	8	3	-		3.7%	4.5%	7.1%	2.6%	-
District Retention											
<b>Educator Retention</b>	118	115	119	129	-		92.9%	89.1%	90.2%	95.6%	-
Teacher Retention	100	98	101	111	-		93.5%	89.1%	90.2%	94.9%	-

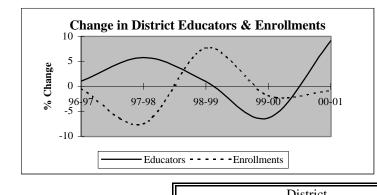
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	79.5%	12.8%	7.7%
1 Year of Experience	91.7%	2.8%	5.6%
2 Years of Experience	96.7%	0.0%	3.3%
3 Years of Experience	93.5%	3.2%	3.2%
4 Years of Experience	92.9%	3.6%	3.6%
5 Years of Experience	96.6%	0.0%	3.4%

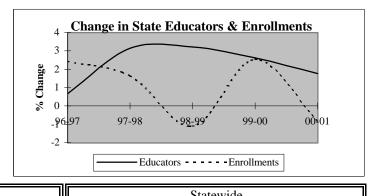
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distr	ict Percent	tages				Statev	vide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-	-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	6.8%	8.4%	17.3%	21.2%	22.7%	8	.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	6.3%	13.5%	14.6%	13.5%	4	.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.8%	1.6%	1.5%	1.5%	0.7%	1	.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.9%	91.5%	84.8%	88.9%	92.8%	90	.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.8%	0.0%	0.0%	0	.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.3%	7.0%	12.9%	9.6%	6.5%	8	.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									
Student to Educator Ratio	15.4	13.5	14.4	15.1	13.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.9	16.1	17.1	18.2	16.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	17	3	-20	27	-	-	-	-	-
% Change in Educators	1.0%	5.7%	1.0%	-6.3%	9.1%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-21	-343	326	-84	-37	-	-	-	=	=
% Change in Enrollments	-0.5%	-7.5%	7.7%	-1.8%	-0.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.3%	7.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	5.4%	5.7%	6.1%	5.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.5%	10.5%	9.8%	10.8%	11.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.2%	2.4%	2.4%	2.6%	3.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	12.5%	11.8%	17.6%	16.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	16.7%	47.1%	50.0%	38.9%	42.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.5	43.8	43.9	44.1	43.7	43.3	43.5	43.6	43.7	43.9
Average Experience	14.4	14.4	14.3	14.4	14.0	13.8	13.7	13.7	13.4	13.3
Average Salary	29,868	29,897	31,201	32,725	31,785	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.9%	1.6%	1.2%	0.9%	0.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	80.9%	79.5%	78.7%	80.5%	79.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.3%	10.6%	10.1%	9.3%	9.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	5.9%	na	6.5%	6.8%	6.2%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.4%	0.7%	0.3%	0.7%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%
-										

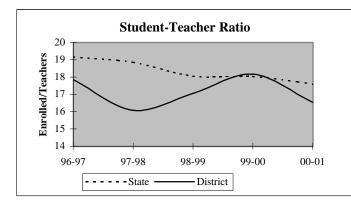
	District Counts District Per					rict Percent	entages			
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	296	313	316	296	323	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	277	280	276	268	279	93.6%	89.5%	87.3%	90.5%	86.4%
Newly Hired	19	33	40	28	44	6.4%	10.5%	12.7%	9.5%	13.6%
Transfers In	5	3	3	2	4	26.3%	9.1%	7.5%	7.1%	9.1%
Reentrants	6	13	14	12	15	31.6%	39.4%	35.0%	42.9%	34.1%
First Time Educators	8	17	23	14	25	42.1%	51.5%	57.5%	50.0%	56.8%
Total Exiting Next Year	16	37	48	17	-	5.4%	11.8%	15.2%	5.7%	-
Transfers Out	2	9	17	3	-	12.5%	24.3%	35.4%	17.6%	-
Leave Tennessee Educ.	14	28	31	14	-	87.5%	75.7%	64.6%	82.4%	-

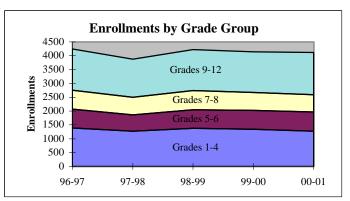
Dynamics Rates	District Rates							
District Attrition	5.4%	11.8%	15.2%	5.7%	-			
Transfers In/Out	2.50	0.33	0.18	0.67	-			

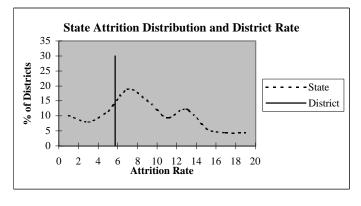
# District Report for: LINCOLN COUNTY

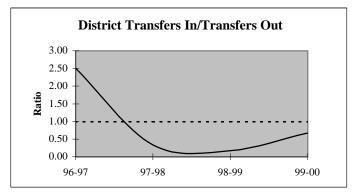
		Dis	trict Coun	ts		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	296	313	316	296	323	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	17	18	18	19	4.1%	5.4%	5.7%	6.1%	5.9%
Professional Staff	28	33	31	32	36	9.5%	10.5%	9.8%	10.8%	11.1%
Total Teachers	256	263	267	246	268	86.5%	84.0%	84.5%	83.1%	83.0%
Special Education	29	28	27	23	25	11.3%	10.6%	10.1%	9.3%	9.3%
Pre-K & Kindergarten	18	21	20	18	17	7.0%	8.0%	7.5%	7.3%	6.3%
Elementary (1-4)	80	83	84	79	89	31.3%	31.6%	31.5%	32.1%	33.2%
Middle School (5-6)	29	32	31	31	33	11.3%	12.2%	11.6%	12.6%	12.3%
Jr. High (7-8)	43	34	36	36	38	16.8%	12.9%	13.5%	14.6%	14.2%
High School (9-12)	57	65	69	59	66	22.3%	24.7%	25.8%	24.0%	24.6%
Business	2	0	2	1	2	3.5%	0.0%	2.9%	1.7%	3.0%
Language Arts	8	6	8	7	8	14.0%	9.2%	11.6%	11.9%	12.1%
Social Studies	6	6	7	8	8	10.5%	9.2%	10.1%	13.6%	12.1%
Foreign Language	2	2	3	3	3	3.5%	3.1%	4.3%	5.1%	4.5%
Mathematics	8	8	8	7	7	14.0%	12.3%	11.6%	11.9%	10.6%
Science	6	7	9	7	7	10.5%	10.8%	13.0%	11.9%	10.6%
Vocational Education	13	14	16	16	19	22.8%	21.5%	23.2%	27.1%	28.8%
Other High School	12	22	16	10	12	21.1%	33.8%	23.2%	16.9%	18.2%
Total Enrollments	4.570	4 227	1 553	1 160	1 132	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	4,570	4,227	4,553	4,469	4,432	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	306	318	296	299	285	6.7%	7.5%	6.5%	6.7%	6.4%
Grades 1-4	1,387	1,270	1,378	1,339	1,267	30.4%	30.0%	30.3%	30.0%	28.6%
Grades 5-6	685	594	664	685	699	15.0%	14.1%	14.6%	15.3%	15.8%
Grades 7-8	678	631	697	646	631	14.8%	14.9%	15.3%	14.5%	14.2%
Grades 9-12	1,500	1,385	1,483	1,470	1,521	32.8%	32.8%	32.6%	32.9%	34.3%
Ungraded	14	29	35	30	29	0.3%	0.7%	0.8%	0.7%	0.7%









District Percentages

**District Counts** 

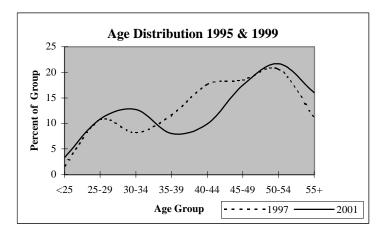
			ict Count					ict Percenta	iges	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	12	16	17	17	18	4.3%	5.5%	5.8%	6.2%	6.1%
White - Females	2	6	7	5	6	16.7%	37.5%	41.2%	29.4%	33.3%
White - Males	10	8	8	9	9	83.3%	50.0%	47.1%	52.9%	50.0%
Black - Females	0	2	2	2	2	0.0%	12.5%	11.8%	11.8%	11.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	1	1	0.0%	0.0%	0.0%	5.9%	5.6%
Professional Staff	27	28	27	27	31	9.6%	9.6%	9.2%	9.9%	10.4%
White - Females	21	22	19	19	20	77.8%	78.6%	70.4%	70.4%	64.5%
White - Males	4	5	6	6	7	14.8%	17.9%	22.2%	22.2%	22.6%
Black - Females	2	1	1	1	3	7.4%	3.6%	3.7%	3.7%	9.7%
Black - Males	0	0	1	1	1	0.0%	0.0%	3.7%	3.7%	3.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	241	248	251	230	248	86.1%	84.9%	85.1%	83.9%	83.5%
White - Females	194	199	198	186	201	80.5%	80.2%	78.9%	80.9%	81.0%
White - Males	40	45	50	42	45	16.6%	18.1%	19.9%	18.3%	18.1%
Black - Females	4	2	2	2	2	1.7%	0.8%	0.8%	0.9%	0.8%
Black - Males	2	1	0	0	0	0.8%	0.4%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	0	0	0.4%	0.4%	0.4%	0.0%	0.0%
Age Distribution			rict Count					ict Percenta		
Age Distribution Teachers by Age Group	1996-97		rict Count 998-99 1		000-01	1996-97	Distr	ict Percenta	nges 1999-00	2000-01
=	1996-97 1				7	1996-97				2000-01
Teachers by Age Group		997-98 1	998-99 1	999-00 2			1997-98	1998-99	1999-00	4
Teachers by Age Group Up to 24	4	997-98 1	998-99 1	999-00 2	7	1.7%	1997-98	1998-99	1999-00	3.3%
Teachers by Age Group Up to 24 25-29	4 25	997-98 1 1 28	998-99 1 2 24	999-00 2 3 17	7 23	1.7% 10.7%	1997-98 0.4% 12.1%	1998-99 0.9% 10.4%	1999-00 1.4% 8.2%	3.3% 10.8%
Teachers by Age Group Up to 24 25-29 30-34	4 25 19	997-98 1 1 28 21	998-99 1 2 24 24	999-00 2 3 17 25	7 23 27	1.7% 10.7% 8.2%	1997-98 0.4% 12.1% 9.1%	1998-99 0.9% 10.4% 10.4%	1999-00 1.4% 8.2% 12.1%	3.3% 10.8% 12.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39	4 25 19 27	997-98 1 1 28 21 22	998-99 1 2 24 24 24 24	999-00 2 3 17 25 19	7 23 27 17	1.7% 10.7% 8.2% 11.6%	0.4% 12.1% 9.1% 9.5%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0%	1999-00 1.4% 8.2% 12.1% 9.2%	3.3% 10.8% 12.7% 8.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 25 19 27 41 43 48	997-98 1 28 21 22 43 38 52	998-99 1 2 24 24 24 24 34	999-00 2 3 17 25 19 28	7 23 27 17 21 37 46	1.7% 10.7% 8.2% 11.6% 17.6%	1997-98 0.4% 12.1% 9.1% 9.5% 18.5%	1998-99 0.9% 10.4% 10.4% 10.4% 14.7%	1999-00 1.4% 8.2% 12.1% 9.2% 13.5%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	4 25 19 27 41 43	997-98 1 28 21 22 43 38	998-99 1 2 24 24 24 24 34 44	999-00 2 3 17 25 19 28 40	7 23 27 17 21 37	1.7% 10.7% 8.2% 11.6% 17.6% 18.5%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0%	1999-00 1.4% 8.2% 12.1% 9.2% 13.5% 19.3%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 25 19 27 41 43 48 26	997-98 1 28 21 22 43 38 52 27	998-99 1 2 24 24 24 24 34 44 50 29	999-00 2 3 17 25 19 28 40 49 26	7 23 27 17 21 37 46 34	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0% 21.6%	1999-00 1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 25 19 27 41 43 48	997-98 1 28 21 22 43 38 52	998-99 1 2 24 24 24 24 34 44 50	999-00 2 3 17 25 19 28 40 49	7 23 27 17 21 37 46	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0% 21.6%	1999-00 1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 25 19 27 41 43 48 26	997-98 1 28 21 22 43 38 52 27	998-99 1 2 24 24 24 24 34 44 50 29	999-00 2 3 17 25 19 28 40 49 26	7 23 27 17 21 37 46 34	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0% 21.6%	1999-00 1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	4 25 19 27 41 43 48 26	997-98 1 28 21 22 43 38 52 27 43.8	998-99 1 2 24 24 24 34 44 50 29 43.9	999-00 2 3 17 25 19 28 40 49 26 44.1	7 23 27 17 21 37 46 34	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4% 11.6%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0% 21.6% 12.6%	1999-00 1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7% 12.6%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	4 25 19 27 41 43 48 26 43.5	997-98 1 28 21 22 43 38 52 27 43.8	998-99 1 2 24 24 24 34 44 50 29 43.9	999-00 2 3 17 25 19 28 40 49 26 44.1	7 23 27 17 21 37 46 34 43.7	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6% 11.2%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4% 11.6%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0% 21.6% 12.6%	1999-00  1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7% 12.6%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	4 25 19 27 41 43 48 26 43.5	997-98 1 28 21 22 43 38 52 27 43.8 Distr	998-99 1 2 24 24 24 34 44 50 29 43.9	999-00 2 3 17 25 19 28 40 49 26 44.1	7 23 27 17 21 37 46 34 43.7	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6% 11.2%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4% 11.6%  Distr	0.9% 10.4% 10.4% 10.4% 14.7% 19.0% 21.6% 12.6%	1999-00  1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7% 12.6%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	4 25 19 27 41 43 48 26 43.5	997-98 1 28 21 22 43 38 52 27 43.8 Distr	998-99 1 2 24 24 24 34 44 50 29 43.9	999-00 2 3 17 25 19 28 40 49 26 44.1 8 999-00 2 39	7 23 27 17 21 37 46 34 43.7	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6% 11.2%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4% 11.6%  Distr 1997-98	0.9% 10.4% 10.4% 14.7% 19.0% 21.6% 12.6% ict Percenta 1998-99	1999-00  1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7% 12.6%  1999-00  15.9%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	4 25 19 27 41 43 48 26 43.5	997-98 1 28 21 22 43 38 52 27 43.8 Distr 997-98 1 45	998-99 1 2 24 24 24 34 44 50 29 43.9	999-00 2 3 17 25 19 28 40 49 26 44.1 s 999-00 2 39 50	7 23 27 17 21 37 46 34 43.7	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6% 11.2%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4% 11.6%  Distr 1997-98	0.9% 10.4% 10.4% 14.7% 19.0% 21.6% 12.6% ict Percenta 1998-99 19.1% 18.7%	1999-00  1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7% 12.6%  1999-00  15.9% 20.3%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7% 16.0% 2000-01 19.8% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	4 25 19 27 41 43 48 26 43.5	997-98 1 28 21 22 43 38 52 27 43.8 Distr 997-98 1 54 45 22	998-99 1 2 24 24 24 34 44 50 29 43.9 rict Count 998-99 1 50 24	999-00 2 3 17 25 19 28 40 49 26 44.1 s 999-00 2 39 50 27	7 23 27 17 21 37 46 34 43.7	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6% 11.2% 1996-97 19.1% 15.2% 9.0%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4% 11.6%  Distr 1997-98 20.5% 17.1% 8.4%	0.9% 10.4% 10.4% 14.7% 19.0% 21.6% 12.6% ict Percenta 1998-99 19.1% 18.7% 9.0%	1999-00  1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7% 12.6%  1999-00  15.9% 20.3% 11.0%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7% 16.0% 16.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 25 19 27 41 43 48 26 43.5 1996-97 1 49 39 23 16	997-98 1 28 21 22 43 38 52 27 43.8 Distr 997-98 1 54 45 22 13	998-99 1 2 24 24 24 34 44 50 29 43.9 rict Count 998-99 1 51 50 24 18	999-00 2 3 17 25 19 28 40 49 26 44.1 s 999-00 2 39 50 27 21	7 23 27 17 21 37 46 34 43.7	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6% 11.2%  1996-97  19.1% 15.2% 9.0% 6.3%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4% 11.6%  Distr 1997-98 20.5% 17.1% 8.4% 4.9%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0% 21.6% 12.6%  ict Percenta 1998-99 19.1% 18.7% 9.0% 6.7%	1999-00  1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7% 12.6%  1999-00  15.9% 20.3% 11.0% 8.5%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7% 16.0% 2000-01 19.8% 16.0% 15.3% 8.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	4 25 19 27 41 43 48 26 43.5 1996-97 1 49 39 23 16 43	997-98 1 28 21 22 43 38 52 27 43.8 Distr 997-98 1 54 45 22 13 35	998-99 1 2 24 24 24 34 44 50 29 43.9 sict Count 998-99 1 51 50 24 18 21	999-00 2 3 17 25 19 28 40 49 26 44.1 8 999-00 2 39 50 27 21 15	7 23 27 17 21 37 46 34 43.7 2000-01 53 43 41 23 10	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6% 11.2%  1996-97  19.1% 15.2% 9.0% 6.3% 16.8%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4% 11.6%  Distr 1997-98 20.5% 17.1% 8.4% 4.9% 13.3%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0% 21.6% 12.6%  1998-99 19.1% 18.7% 9.0% 6.7% 7.9%	1999-00  1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7% 12.6%  1999-00  15.9% 20.3% 11.0% 8.5% 6.1%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7% 16.0% 2000-01 19.8% 16.0% 15.3% 8.6% 3.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 25 19 27 41 43 48 26 43.5 1996-97 1 49 39 23 16	997-98 1 28 21 22 43 38 52 27 43.8 Distr 997-98 1 54 45 22 13	998-99 1 2 24 24 24 34 44 50 29 43.9 rict Count 998-99 1 51 50 24 18	999-00 2 3 17 25 19 28 40 49 26 44.1 s 999-00 2 39 50 27 21	7 23 27 17 21 37 46 34 43.7	1.7% 10.7% 8.2% 11.6% 17.6% 18.5% 20.6% 11.2%  1996-97  19.1% 15.2% 9.0% 6.3%	0.4% 12.1% 9.1% 9.5% 18.5% 16.4% 22.4% 11.6%  Distr 1997-98 20.5% 17.1% 8.4% 4.9%	0.9% 10.4% 10.4% 10.4% 14.7% 19.0% 21.6% 12.6%  ict Percenta 1998-99 19.1% 18.7% 9.0% 6.7%	1999-00  1.4% 8.2% 12.1% 9.2% 13.5% 19.3% 23.7% 12.6%  1999-00  15.9% 20.3% 11.0% 8.5%	3.3% 10.8% 12.7% 8.0% 9.9% 17.5% 21.7% 16.0% 2000-01 19.8% 16.0% 15.3% 8.6%

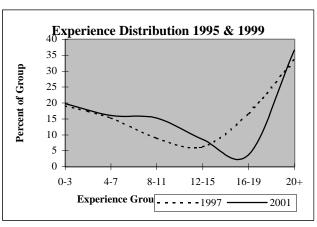
		District Counts						District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	16	37	48	17	-		5.4%	11.8%	15.2%	5.7%	-	
Attrition from Transfers	2	9	17	3	-		0.7%	2.9%	5.4%	1.0%	-	
Attrition from Exits	14	28	31	14	-		4.7%	8.9%	9.8%	4.7%	-	
Teacher Attrition	12	31	44	15	-		4.7%	11.8%	16.5%	6.1%	-	
Attrition from Transfers	0	8	14	3	-		0.0%	3.0%	5.2%	1.2%	-	
Attrition from Exits	12	23	30	12	-		4.7%	8.7%	11.2%	4.9%	-	
District Retention												
<b>Educator Retention</b>	280	276	268	279	-		94.6%	88.2%	84.8%	94.3%	-	
Teacher Retention	244	232	223	231	-		95.3%	88.2%	83.5%	93.9%	-	

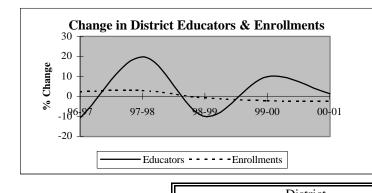
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	65.8%	8.9%	25.3%					
1 Year of Experience	85.0%	5.0%	10.0%					
2 Years of Experience	86.8%	1.9%	11.3%					
3 Years of Experience	94.9%	1.7%	3.4%					
4 Years of Experience	89.1%	1.6%	9.4%					
5 Years of Experience	90.2%	1.6%	8.2%					

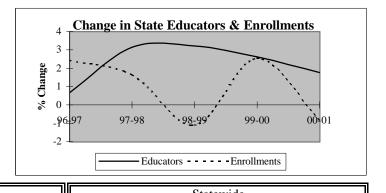
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	9.9%	13.0%	16.0%	14.5%	16.1%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	3.8%	7.1%	10.2%	7.1%	6.2%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	0.7%	0.6%	0.3%	1.0%	0.3%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	94.6%	89.8%	88.0%	90.2%	85.4%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	4.7%	9.6%	11.7%	8.8%	14.2%		8.6%	9.3%	9.4%	11.0%	10.3%	









		District						Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-	-97	1997-98	1998-99	1999-00	2000-01		
Supply & Demand Indicator	S												
Student to Educator Ratio	17.3	14.9	16.4	14.6	14.1	1	16.4	16.2	15.5	15.5	15.1		
Student to Teacher Ratio	21.9	18.4	20.8	18.4	17.4	1	19.2	18.8	18.1	18.0	17.6		
Change in Educators	-8	13	-8	7	1	-		-	-	-	-		
% Change in Educators	-10.8%	19.7%	-10.1%	9.9%	1.3%	0	.7%	3.1%	3.2%	2.6%	1.8%		
Change in Enrollments	26	34	-9	-25	-27	-		-	-	-	-		
% Change in Enrollments	2.3%	3.0%	-0.8%	-2.1%	-2.4%	2	.4%	1.6%	-1.1%	2.5%	-0.8%		
Workforce													
% Part-Time	3.0%	1.3%	1.4%	1.3%	10.1%	0	.7%	0.7%	0.7%	0.7%	6.9%		
% Administrative Staff	7.6%	7.6%	8.5%	9.0%	7.6%	4	.5%	4.5%	4.4%	4.4%	4.3%		
% Professional Staff	13.6%	11.4%	12.7%	11.5%	11.4%	9	.6%	9.5%	9.6%	9.6%	9.7%		
% Minority	12.9%	12.2%	11.9%	8.2%	9.5%	12	.1%	12.3%	12.4%	12.6%	12.8%		
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16	.8%	17.2%	16.7%	17.1%	17.7%		
% Female in Admin.	40.0%	33.3%	33.3%	28.6%	33.3%	36	.3%	37.4%	38.6%	40.6%	41.5%		
Teachers													
Average Age	43.8	42.4	42.9	42.4	42.2	2	13.3	43.5	43.6	43.7	43.9		
Average Experience	15.2	13.4	13.8	13.1	13.6	1	13.8	13.7	13.7	13.4	13.3		
Average Salary	31,073	30,290	32,339	33,153	33,645	33,	907	34,370	35,839	36,884	36,619		
% Minority Teachers	16.3%	15.0%	13.2%	8.6%	10.0%	12	.0%	12.1%	12.3%	12.5%	12.6%		
% Female Teachers	88.5%	84.4%	82.1%	82.3%	82.8%	79	.2%	79.4%	79.4%	79.4%	79.6%		
% Special Ed. Teachers	9.6%	10.9%	8.9%	8.1%	7.8%	10	.9%	10.8%	10.9%	10.8%	10.7%		
Enrollment													
% Minority	29.9%	na	29.6%	29.5%	31.3%	26	.0%	na	26.5%	27.3%	27.7%		
% Special Education	0.9%	0.8%	1.1%	0.7%	0.6%	1.	.7%	1.6%	1.8%	1.8%	1.8%		

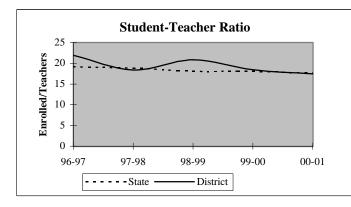
		Dis	strict Cou	nts		District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	66	79	71	78	79	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	63	64	65	65	71	95.5%	81.0%	91.5%	83.3%	89.9%
Newly Hired	3	15	6	13	8	4.5%	19.0%	8.5%	16.7%	10.1%
Transfers In	0	3	3	7	1	0.0%	20.0%	50.0%	53.8%	12.5%
Reentrants	2	3	3	4	5	66.7%	20.0%	50.0%	30.8%	62.5%
First Time Educators	1	9	0	2	2	33.3%	60.0%	0.0%	15.4%	25.0%
Total Exiting Next Year	2	14	6	7	-	3.0%	17.7%	8.5%	9.0%	=
Transfers Out	1	0	0	1	-	50.0%	0.0%	0.0%	14.3%	-
Leave Tennessee Educ.	1	14	6	6	-	50.0%	100.0%	100.0%	85.7%	-

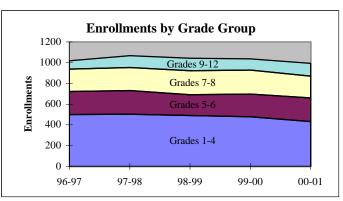
Dynamics Rates	District Rates								
District Attrition	3.0%	17.7%	8.5%	9.0%	-				
Transfers In/Out	0.00	nc	nc	7.00	-				

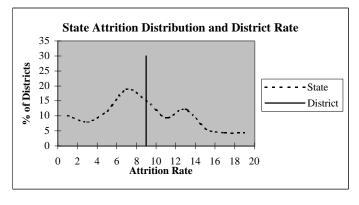
# District Report for: FAYETTEVILLE

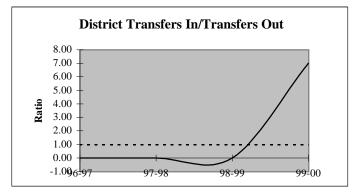
		Dis	trict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	66	79	71	78	79	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	5	6	6	7	6	7.6%	7.6%	8.5%	9.0%	7.6%	
Professional Staff	9	9	9	9	9	13.6%	11.4%	12.7%	11.5%	11.4%	
Total Teachers	52	64	56	62	64	78.8%	81.0%	78.9%	79.5%	81.0%	
Special Education	5	7	5	5	5	9.6%	10.9%	8.9%	8.1%	7.8%	
Pre-K & Kindergarten	3	4	5	5	8	5.8%	6.3%	8.9%	8.1%	12.5%	
Elementary (1-4)	26	33	28	29	27	50.0%	51.6%	50.0%	46.8%	42.2%	
Middle School (5-6)	7	9	6	8	10	13.5%	14.1%	10.7%	12.9%	15.6%	
Jr. High (7-8)	8	9	10	11	11	15.4%	14.1%	17.9%	17.7%	17.2%	
High School (9-12)	3	2	2	4	3	5.8%	3.1%	3.6%	6.5%	4.7%	
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Mathematics	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	33.3%	
Science	0	1	1	1	1	0.0%	50.0%	50.0%	25.0%	33.3%	
Vocational Education	1	1	1	1	0	33.3%	50.0%	50.0%	25.0%	0.0%	
Other High School	2	0	0	1	1	66.7%	0.0%	0.0%	25.0%	33.3%	
Total Engellments	1 1/1	1 175	1 166	1 1 / 1	1 114	100.00/	100.00/	100.00/	100.00/	100.00/	
Total Enrollments	1,141	1,175	1,166	1,141	1,114	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	1,141	1,175	1,166	1,141	1,114	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	114	98	112	95	115	10.0%	8.3%	9.6%	8.3%	10.3%
Grades 1-4	501	503	492	477	432	43.9%	42.8%	42.2%	41.8%	38.8%
Grades 5-6	220	227	200	221	227	19.3%	19.3%	17.2%	19.4%	20.4%
Grades 7-8	216	222	231	229	211	18.9%	18.9%	19.8%	20.1%	18.9%
Grades 9-12	82	116	121	111	122	7.2%	9.9%	10.4%	9.7%	11.0%
Ungraded	8	9	10	8	7	0.7%	0.8%	0.9%	0.7%	0.6%









		Dis	trict Cou	nts		District Percentages					
Profile by	1996-97				2000-01	1996-97	1997-98		1999-00	2000-01	
Known Race and Gender	<u>  </u>					<u> </u>	<u> </u>	<u> </u>			
Administrative	4	5	5	6	5	6.5%	6.8%	7.5%	8.2%	6.8%	
White - Females	1	1	1	1	1	25.0%	20.0%	20.0%	16.7%	20.0%	
White - Males	3	4	4	5	4	75.0%	80.0%	80.0%	83.3%	80.0%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	9	9	9	9	9	14.5%	12.2%	13.4%	12.3%	12.2%	
White - Females	7	7	6	7	7	77.8%	77.8%	66.7%	77.8%	77.8%	
White - Males	2	2	2	1	1	22.2%	22.2%	22.2%	11.1%	11.1%	
Black - Females	0	0	1	1	1	0.0%	0.0%	11.1%	11.1%	11.1%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	49	60	53	58	60	79.0%	81.1%	79.1%	79.5%	81.1%	
White - Females	35	42	37	43	45	71.4%	70.0%	69.8%	74.1%	75.0%	
White - Males	6	9	9	10	9	12.2%	15.0%	17.0%	17.2%	15.0%	
Black - Females	8	9	7	5	5	16.3%	15.0%	13.2%	8.6%	8.3%	
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	1.7%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Age Distribution		Dis	trict Cou	nts			Distr	rict Percent	ages		
Teachers by Age Group	1996-97			1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	2	4	2	1	2	4.0%	7.0%	4.1%	1.9%	3.7%	
25-29	7	9	7	7	7	14.0%	15.8%	14.3%	13.2%	13.0%	
30-34	4	6	5	6	5	8.0%	10.5%	10.2%	11.3%	9.3%	
35-39	4	6	4	6	8	8.0%	10.5%	8.2%	11.3%	14.8%	
40-45	7	5	6	6	6	14.0%	8.8%	12.2%	11.3%	11.1%	
45-49	7	6	8	11	11	14.0%	10.5%	16.3%	20.8%	20.4%	
50-54	9	10	11	10	9	18.0%	17.5%	22.4%	18.9%	16.7%	
55+	10	11	6	6	6	20.0%	19.3%	12.2%	11.3%	11.1%	
Average Age	43.8	42.4	42.9	42.4	42.2						
Tivolago Tigo	13.0	.2	12.7	.2	12.2						
<b>Experience Distribution</b>		Dis	trict Cou	nts			Distr	rict Percent	ages		
Teachers by Experience	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
0-3 Years	10	17	12	13	12	19.2%	26.6%	21.4%	21.0%	18.8%	
4-7 Years	6	7	7	9	11	11.5%	10.9%	12.5%	14.5%	17.2%	
8-11 Years	6	8	10	10	8	11.5%	12.5%	17.9%	16.1%	12.5%	
12-15 Years	6	6	4	5	6	11.5%	9.4%	7.1%	8.1%	9.4%	
16 10 W											
16-19 Years	4	5	4	6	6	7.7%	7.8%	7.1%	9.7%	9.4%	
16-19 Years 20+ Years		5 21	4 19	6 19	6 21	7.7% 38.5%	7.8% 32.8%	7.1% 33.9%	9.7% 30.6%	9.4% 32.8%	

Average Experience

15.2

13.4

13.8

13.6

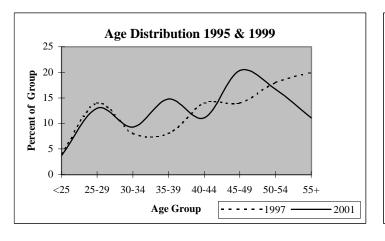
13.1

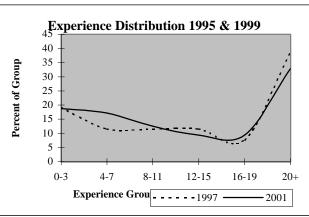
		Dis	strict Cou	nts		District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	2	14	6	7	-	3.0%	6 17.7%	8.5%	9.0%	-
Attrition from Transfers	1	0	0	1	-	1.5%	6 0.0%	0.0%	1.3%	_
Attrition from Exits	1	14	6	6	-	1.5%	6 17.7%	8.5%	7.7%	
Teacher Attrition	2	13	5	7	-	3.8%	6 20.3%	8.9%	11.3%	-
Attrition from Transfers	1	0	0	1	-	1.9%	6 0.0%	0.0%	1.6%	-
Attrition from Exits	1	13	5	6	-	1.9%	6 20.3%	8.9%	9.7%	-
District Retention										
<b>Educator Retention</b>	64	65	65	71	-	97.0%	82.3%	91.5%	91.0%	-
Teacher Retention	50	51	51	55	-	96.2%	6 79.7%	91.1%	88.7%	-

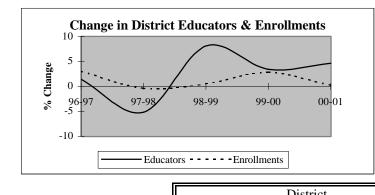
Teacher Retention	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	66.7%	11.1%	22.2%				
1 Year of Experience	82.4%	0.0%	17.6%				
2 Years of Experience	83.3%	5.6%	11.1%				
3 Years of Experience	75.0%	0.0%	25.0%				
4 Years of Experience	81.8%	0.0%	18.2%				
5 Years of Experience	100.0%	0.0%	0.0%				

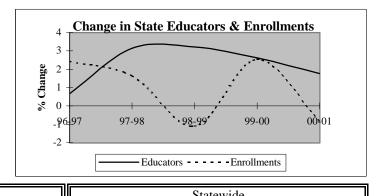
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	6.9%	15.1%	12.0%	17.1%	18.1%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.3%	9.3%	7.0%	8.5%	9.6%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	1.3%	0.0%	2.6%	1.3%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.5%	83.5%	95.8%	89.7%	89.9%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.5%	15.2%	4.2%	7.7%	8.9%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S				<u>'</u>						
Student to Educator Ratio	16.9	17.8	16.6	16.5	15.8	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	20.1	21.3	19.6	19.4	18.6	19.2	18.8	18.1	18.0	17.6	
Change in Educators	4	-15	22	10	14	-	-	-	-	-	
% Change in Educators	1.4%	-5.2%	8.1%	3.4%	4.6%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	142	-19	24	139	11	-	-	-	-	-	
% Change in Enrollment	3.0%	-0.4%	0.5%	2.8%	0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.0%	0.4%	0.7%	1.6%	3.8%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.9%	6.6%	6.1%	5.6%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.7%	9.9%	9.5%	9.5%	9.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.1%	0.8%	1.1%	1.4%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	29.4%	33.3%	33.3%	41.2%	47.1%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.4	42.2	42.5	42.7	42.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.2	12.8	12.9	12.8	12.4	13.8	13.7	13.7	13.4	13.3	
Average Salary	32,946	33,354	35,645	35,947	35,719	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.3%	0.9%	1.3%	1.6%	0.8%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	79.0%	78.9%	77.9%	79.5%	77.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.0%	6.6%	7.6%	6.9%	6.6%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	1.9%	na	2.6%	3.2%	3.1%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.5%	0.8%	0.6%	0.8%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

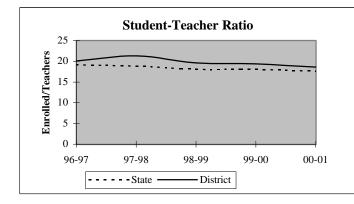
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	288	273	295	305	319	-	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	262	245	266	269	259		91.0%	89.7%	90.2%	88.2%	81.2%	
Newly Hired	26	28	29	36	60		9.0%	10.3%	9.8%	11.8%	18.8%	
Transfers In	6	0	4	7	17		23.1%	0.0%	13.8%	19.4%	28.3%	
Reentrants	10	11	12	16	25		38.5%	39.3%	41.4%	44.4%	41.7%	
First Time Educators	10	17	13	13	18		38.5%	60.7%	44.8%	36.1%	30.0%	
Total Exiting Next Year	43	7	26	46	-		14.9%	2.6%	8.8%	15.1%	-	
Transfers Out	8	1	11	11	-		18.6%	14.3%	42.3%	23.9%	=	
Leave Tennessee Educ.	35	6	15	35	-		81.4%	85.7%	57.7%	76.1%	-	

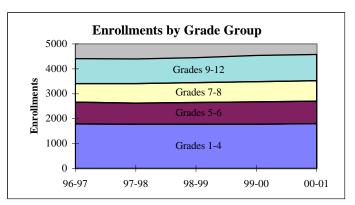
Dynamics Rates	District Rates									
District Attrition	14.9%	2.6%	8.8%	15.1%	-					
Transfers In/Out	0.75	0.00	0.36	0.64	-					

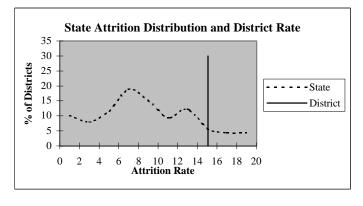
# District Report for: LOUDON COUNTY

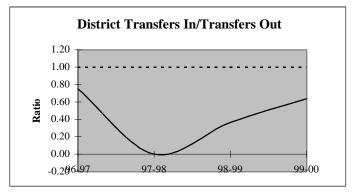
		District Counts					District Percentages						
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01			
Total Educators	288	273	295	305	319	100.0%	100.0%	100.0%	100.0%	100.0%			
Administrators	17	18	18	17	17	5.9%	6.6%	6.1%	5.6%	5.3%			
Professional Staff	28	27	28	29	31	9.7%	9.9%	9.5%	9.5%	9.7%			
Total Teachers	243	228	249	259	271	84.4%	83.5%	84.4%	84.9%	85.0%			
Special Education	17	15	19	18	18	7.0%	6.6%	7.6%	6.9%	6.6%			
Pre-K & Kindergarten	15	18	18	20	19	6.2%	7.9%	7.2%	7.7%	7.0%			
Elementary (1-4)	87	87	96	105	114	35.8%	38.2%	38.6%	40.5%	42.1%			
Middle School (5-6)	40	33	36	37	41	16.5%	14.5%	14.5%	14.3%	15.1%			
Jr. High (7-8)	29	24	26	26	28	11.9%	10.5%	10.4%	10.0%	10.3%			
High School (9-12)	55	51	54	53	51	22.6%	22.4%	21.7%	20.5%	18.8%			
Business	2	1	1	1	2	3.6%	2.0%	1.9%	1.9%	3.9%			
Language Arts	8	8	8	9	8	14.5%	15.7%	14.8%	17.0%	15.7%			
Social Studies	8	7	8	7	5	14.5%	13.7%	14.8%	13.2%	9.8%			
Foreign Language	2	2	2	2	1	3.6%	3.9%	3.7%	3.8%	2.0%			
Mathematics	5	5	5	5	7	9.1%	9.8%	9.3%	9.4%	13.7%			
Science	4	4	5	6	5	7.3%	7.8%	9.3%	11.3%	9.8%			
Vocational Education	17	13	13	14	14	30.9%	25.5%	24.1%	26.4%	27.5%			
Other High School	9	11	12	9	9	16.4%	21.6%	22.2%	17.0%	17.6%			

Total Enrollments	4,881	4,862	4,886	5,025	5,036	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	442	424	401	453	433	9.1%	8.7%	8.2%	9.0%	8.6%
Grades 1-4	1,781	1,770	1,774	1,780	1,802	36.5%	36.4%	36.3%	35.4%	35.8%
Grades 5-6	876	850	874	889	898	17.9%	17.5%	17.9%	17.7%	17.8%
Grades 7-8	755	791	793	814	824	15.5%	16.3%	16.2%	16.2%	16.4%
Grades 9-12	999	987	1,004	1,048	1,050	20.5%	20.3%	20.5%	20.9%	20.8%
Ungraded	28	40	40	41	29	0.6%	0.8%	0.8%	0.8%	0.6%









District Percentages

**District Counts** 

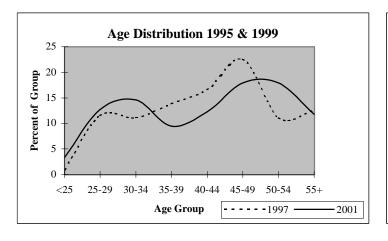
	<u> </u>		rict Count				Distr	ict Percent	ages	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	17	18	18	17	17	6.2%	7.0%	6.4%	5.9%	5.7%
White - Females	5	6	6	7	8	29.4%	33.3%	33.3%	41.2%	47.1%
White - Males	12	12	12	10	9	70.6%	66.7%	66.7%	58.8%	52.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	28	27	28	29	29	10.1%	10.5%	10.0%	10.0%	9.7%
White - Females	23	23	24	26	25	82.1%	85.2%	85.7%	89.7%	86.2%
White - Males	5	4	4	3	4	17.9%	14.8%	14.3%	10.3%	13.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	231	213	235	243	253	83.7%	82.6%	83.6%	84.1%	84.6%
White - Females	182	168	182	191	198	78.8%	78.9%	77.4%	78.6%	78.3%
White - Males	46	43	50	48	53	19.9%	20.2%	21.3%	19.8%	20.9%
Black - Females	3	2	3	4	2	1.3%	0.9%	1.3%	1.6%	0.8%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
						i.				
Age Distribution			rict Count					ict Percent		
Teachers by Age Group	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
								1 00/	1.9%	3.3%
Up to 24	2	4	2	4	7	0.9%	2.0%	1.0%	1.570	
Up to 24 25-29	2 25	4 22	2 22	4 22	7 27	11.5%	2.0% 11.1%	1.0% 10.6%	10.5%	12.7%
25-29 30-34	25 24				•					
25-29	25	22	22	22	27	11.5%	11.1%	10.6%	10.5%	12.7%
25-29 30-34	25 24	22 19	22 25	22 28	27 31 20 26	11.5% 11.1%	11.1% 9.6%	10.6% 12.1%	10.5% 13.4%	12.7% 14.6%
25-29 30-34 35-39 40-45 45-49	25 24 30 36 49	22 19 27 39 44	22 25 26 38 45	22 28 25 30 49	27 31 20 26 38	11.5% 11.1% 13.8% 16.6% 22.6%	11.1% 9.6% 13.6% 19.7% 22.2%	10.6% 12.1% 12.6% 18.4% 21.7%	10.5% 13.4% 12.0% 14.4% 23.4%	12.7% 14.6% 9.4% 12.3% 17.9%
25-29 30-34 35-39 40-45 45-49 50-54	25 24 30 36 49 24	22 19 27 39 44 23	22 25 26 38 45 22	22 28 25 30 49 24	27 31 20 26 38 38	11.5% 11.1% 13.8% 16.6% 22.6% 11.1%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5%	12.7% 14.6% 9.4% 12.3% 17.9%
25-29 30-34 35-39 40-45 45-49	25 24 30 36 49	22 19 27 39 44	22 25 26 38 45	22 28 25 30 49	27 31 20 26 38	11.5% 11.1% 13.8% 16.6% 22.6%	11.1% 9.6% 13.6% 19.7% 22.2%	10.6% 12.1% 12.6% 18.4% 21.7%	10.5% 13.4% 12.0% 14.4% 23.4%	12.7% 14.6% 9.4% 12.3% 17.9%
25-29 30-34 35-39 40-45 45-49 50-54 55+	25 24 30 36 49 24 27	22 19 27 39 44 23 20	22 25 26 38 45 22 27	22 28 25 30 49 24 27	27 31 20 26 38 38 25	11.5% 11.1% 13.8% 16.6% 22.6% 11.1%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5%	12.7% 14.6% 9.4% 12.3% 17.9%
25-29 30-34 35-39 40-45 45-49 50-54	25 24 30 36 49 24	22 19 27 39 44 23	22 25 26 38 45 22	22 28 25 30 49 24	27 31 20 26 38 38	11.5% 11.1% 13.8% 16.6% 22.6% 11.1%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5%	12.7% 14.6% 9.4% 12.3% 17.9%
25-29 30-34 35-39 40-45 45-49 50-54 55+	25 24 30 36 49 24 27	22 19 27 39 44 23 20	22 25 26 38 45 22 27	22 28 25 30 49 24 27	27 31 20 26 38 38 25	11.5% 11.1% 13.8% 16.6% 22.6% 11.1%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5%	12.7% 14.6% 9.4% 12.3% 17.9%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	25 24 30 36 49 24 27	22 19 27 39 44 23 20 42.2	22 25 26 38 45 22 27 42.5	22 28 25 30 49 24 27 42.7	27 31 20 26 38 38 25	11.5% 11.1% 13.8% 16.6% 22.6% 11.1%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9%	12.7% 14.6% 9.4% 12.3% 17.9%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	25 24 30 36 49 24 27 42.4	22 19 27 39 44 23 20 42.2	22 25 26 38 45 22 27 42.5	22 28 25 30 49 24 27 42.7	27 31 20 26 38 38 25 42.1	11.5% 11.1% 13.8% 16.6% 22.6% 11.1% 12.4%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9%	12.7% 14.6% 9.4% 12.3% 17.9% 17.8%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience	25 24 30 36 49 24 27 42.4	22 19 27 39 44 23 20 42.2 Distr	22 25 26 38 45 22 27 42.5	22 28 25 30 49 24 27 42.7	27 31 20 26 38 38 25 42.1	11.5% 11.1% 13.8% 16.6% 22.6% 11.1% 12.4%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1% Distr	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9%	12.7% 14.6% 9.4% 12.3% 17.9% 17.9% 11.8%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	25 24 30 36 49 24 27 42.4	22 19 27 39 44 23 20 42.2 Distri	22 25 26 38 45 22 27 42.5	22 28 25 30 49 24 27 42.7 8 999-00 2	27 31 20 26 38 38 25 42.1	11.5% 11.1% 13.8% 16.6% 22.6% 11.1% 12.4% 1996-97	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1% Distr 1997-98	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0% ict Percent 1998-99 21.7%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9% ages 1999-00 22.8%	12.7% 14.6% 9.4% 12.3% 17.9% 17.8% 11.8%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	25 24 30 36 49 24 27 42.4	22 19 27 39 44 23 20 42.2 Distr 997-98 1 49 32	22 25 26 38 45 22 27 42.5 rict Count 998-99 1 54 35	22 28 25 30 49 24 27 42.7 s 999-00 2	27 31 20 26 38 38 25 42.1	11.5% 11.1% 13.8% 16.6% 22.6% 11.1% 12.4% 1996-97   16.9% 18.5%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1%  Distr 1997-98 21.5% 14.0%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0%  ict Percent 1998-99 21.7% 14.1%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9%  ages  1999-00  22.8% 13.1%	12.7% 14.6% 9.4% 12.3% 17.9% 17.9% 11.8% 2000-01 26.6% 13.3%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	25 24 30 36 49 24 27 42.4 1996-97 1 41 45 27	22 19 27 39 44 23 20 42.2 Distr 997-98 1 49 32 28	22 25 26 38 45 22 27 42.5 rict Count 998-99 1 54 35 30	22 28 25 30 49 24 27 42.7 s 999-00 2 59 34 37	27 31 20 26 38 38 25 42.1 000-01 72 36 34	11.5% 11.1% 13.8% 16.6% 22.6% 11.1% 12.4% 1996-97 1 16.9% 18.5% 11.1%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1%  Distr 1997-98 21.5% 14.0% 12.3%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0%  ict Percent 1998-99 21.7% 14.1% 12.0%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9%  ages  1999-00  22.8% 13.1% 14.3%	12.7% 14.6% 9.4% 12.3% 17.9% 11.8% 2000-01 26.6% 13.3% 12.5%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	25 24 30 36 49 24 27 42.4 1996-97 1 41 45 27 31	22 19 27 39 44 23 20 42.2 Distribution 1997-98 1 49 32 28 29	22 25 26 38 45 22 27 42.5 rict Count 998-99 1 35 30 31	22 28 25 30 49 24 27 42.7 s 999-00 2 59 34 37 24	27 31 20 26 38 38 25 42.1 000-01 72 36 34 25	11.5% 11.1% 13.8% 16.6% 22.6% 11.1% 12.4% 1996-97 1 16.9% 18.5% 11.1% 12.8%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1%  Distr 1997-98 21.5% 14.0% 12.3% 12.7%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0%  ict Percent 1998-99 21.7% 14.1% 12.0% 12.4%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9%  ages 1999-00 22.8% 13.1% 14.3% 9.3%	12.7% 14.6% 9.4% 12.3% 17.9% 17.9% 11.8%  2000-01 26.6% 13.3% 12.5% 9.2%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	25 24 30 36 49 24 27 42.4 1996-97 1 41 45 27 31 34	22 19 27 39 44 23 20 42.2 Distr 997-98 1 49 32 28 29 29	22 25 26 38 45 22 27 42.5 rict Count 998-99 1 54 35 30 31 25	22 28 25 30 49 24 27 42.7 8 999-00 2 59 34 37 24 30	27 31 20 26 38 38 25 42.1 000-01 72 36 34 25 28	11.5% 11.1% 13.8% 16.6% 22.6% 11.1% 12.4% 1996-97 16.9% 18.5% 11.1% 12.8% 14.0%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1%  Distr 1997-98 21.5% 14.0% 12.3% 12.7% 12.7%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0%  12.17% 12.0% 12.4% 10.0%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9%  12.9%  13.1% 14.3% 9.3% 11.6%	12.7% 14.6% 9.4% 12.3% 17.9% 17.9% 11.8%  2000-01 26.6% 13.3% 12.5% 9.2% 10.3%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years 20+ Years	25 24 30 36 49 24 27 42.4 1996-97 1 41 45 27 31 34 65	22 19 27 39 44 23 20 42.2 Distr 997-98 1 49 32 28 29 29 61	22 25 26 38 45 22 27 42.5 rict Count 998-99 1 35 30 31 25 74	22 28 25 30 49 24 27 42.7 8 999-00 2 59 34 37 24 30 75	27 31 20 26 38 38 25 42.1 000-01 72 36 34 25 28 76	11.5% 11.1% 13.8% 16.6% 22.6% 11.1% 12.4% 1996-97 1 16.9% 18.5% 11.1% 12.8%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1%  Distr 1997-98 21.5% 14.0% 12.3% 12.7%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0%  ict Percent 1998-99 21.7% 14.1% 12.0% 12.4%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9%  ages 1999-00 22.8% 13.1% 14.3% 9.3%	12.7% 14.6% 9.4% 12.3% 17.9% 17.9% 11.8%  2000-01 26.6% 13.3% 12.5% 9.2%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	25 24 30 36 49 24 27 42.4 1996-97 1 41 45 27 31 34	22 19 27 39 44 23 20 42.2 Distr 997-98 1 49 32 28 29 29	22 25 26 38 45 22 27 42.5 rict Count 998-99 1 54 35 30 31 25	22 28 25 30 49 24 27 42.7 8 999-00 2 59 34 37 24 30	27 31 20 26 38 38 25 42.1 000-01 72 36 34 25 28	11.5% 11.1% 13.8% 16.6% 22.6% 11.1% 12.4% 1996-97 16.9% 18.5% 11.1% 12.8% 14.0%	11.1% 9.6% 13.6% 19.7% 22.2% 11.6% 10.1%  Distr 1997-98 21.5% 14.0% 12.3% 12.7% 12.7%	10.6% 12.1% 12.6% 18.4% 21.7% 10.6% 13.0%  12.17% 12.0% 12.4% 10.0%	10.5% 13.4% 12.0% 14.4% 23.4% 11.5% 12.9%  12.9%  13.1% 14.3% 9.3% 11.6%	12.7% 14.6% 9.4% 12.3% 17.9% 17.9% 11.8%  2000-01 26.6% 13.3% 12.5% 9.2% 10.3%

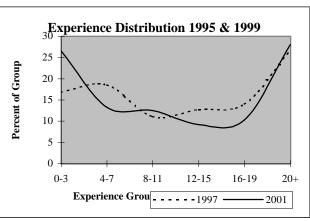
		Distri	ict Counts	1		District Rates				
Attrition	1996-97 19	997-98 19	998-99 19	999-00 2	000-01	1996-9	7 1997-98	1998-99	1999-00	2000-01
Educator Attrition	43	7	26	46	-	14.9	% 2.6%	8.8%	15.1%	-
Attrition from Transfers	8	1	11	11	-	2.8	% 0.4%	3.7%	3.6%	-
Attrition from Exits	35	6	15	35	-	12.2	% 2.2%	5.1%	11.5%	-
Teacher Attrition	37	7	20	35	-	15.2	% 3.1%	8.0%	13.5%	-
Attrition from Transfers	8	1	10	8	-	3.3	% 0.4%	4.0%	3.1%	-
Attrition from Exits	29	6	10	27	-	11.9	% 2.6%	4.0%	10.4%	-
District Retention										
<b>Educator Retention</b>	245	266	269	259	-	85.1	% 97.4%	91.2%	84.9%	-
Teacher Retention	206	221	229	224	-	84.8	% 96.9%	92.0%	86.5%	-

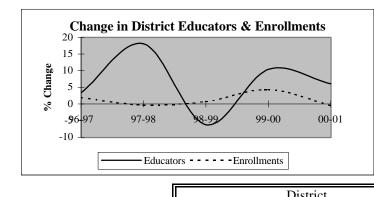
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	73.1%	7.5%	19.4%
1 Year of Experience	85.3%	2.9%	11.8%
2 Years of Experience	81.7%	6.7%	11.7%
3 Years of Experience	83.0%	5.7%	11.3%
4 Years of Experience	76.0%	10.0%	14.0%
5 Years of Experience	83.3%	8.3%	8.3%

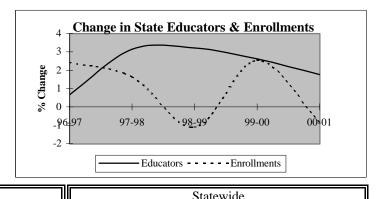
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percen	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-9	7 1	997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	10.0%	14.0%	16.2%	16.2%	18.1%	8.79	%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	7.2%	8.9%	8.6%	8.6%	4.69	%	7.8%	10.1%	9.2%	8.7%
Experience Increment	4.0	0.45	0 =								
% Increment by 0	1.0%	0.4%	0.7%	1.3%	0.9%	1.19		1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.7%	89.4%	90.5%	88.5%	85.0%	90.29	%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.0%	0.3%	0.7%	0.0%	0.19	%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.9%	10.3%	8.5%	9.5%	14.1%	8.69	%	9.3%	9.4%	11.0%	10.3%









		District					Statewide		
1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
S									
16.5	14.0	15.0	14.2	13.3	16.4	16.2	15.5	15.5	15.1
20.4	16.6	18.1	16.8	15.9	19.2	18.8	18.1	18.0	17.6
4	22	-9	14	9	-	-	-	-	-
3.4%	18.0%	-6.3%	10.4%	6.0%	0.7%	3.1%	3.2%	2.6%	1.8%
38	-7	14	87	-10	-	-	-	-	-
1.9%	-0.3%	0.7%	4.3%	-0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
0.8%	0.7%	0.7%	0.0%	4.4%	0.7%	0.7%	0.7%	0.7%	6.9%
4.9%	4.9%	5.2%	4.7%	4.4%	4.5%	4.5%	4.4%	4.4%	4.3%
13.9%	11.1%	11.9%	10.7%	12.0%	9.6%	9.5%	9.6%	9.6%	9.7%
0.0%	0.7%	0.8%	0.7%	2.0%	12.1%	12.3%	12.4%	12.6%	12.8%
0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
33.3%	42.9%	42.9%	42.9%	57.1%	36.3%	37.4%	38.6%	40.6%	41.5%
42.8	41.2	42.8	41.6	40.0	43.3	43.5	43.6	43.7	43.9
13.8	11.7	12.3	11.7	10.5	13.8	13.7	13.7	13.4	13.3
33,856	32,981	35,260	36,053	35,508	33,907	34,370	35,839	36,884	36,619
0.0%	0.0%	0.0%	0.0%	1.6%	12.0%	12.1%	12.3%	12.5%	12.6%
75.8%	76.9%	75.0%	75.4%	75.8%	79.2%	79.4%	79.4%	79.4%	79.6%
7.1%	6.6%	8.0%	7.1%	9.1%	10.9%	10.8%	10.9%	10.8%	10.7%
4.7%	na	5.9%	5.9%	6.8%	26.0%	na	26.5%	27.3%	27.7%
1.2%	1.4%	1.2%	1.1%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%
	16.5 20.4 4 3.4% 38 1.9% 0.8% 4.9% 13.9% 0.0% 33.3% 42.8 13.8 33,856 0.0% 75.8% 7.1%	16.5 14.0 20.4 16.6 4 22 3.4% 18.0% 38 -7 1.9% -0.3% 0.8% 0.7% 4.9% 4.9% 13.9% 11.1% 0.0% 0.7% 0.0% 0.0% 33.3% 42.9% 42.8 41.2 13.8 11.7 33,856 32,981 0.0% 0.0% 75.8% 76.9% 7.1% 6.6%	1996-97 1997-98 1998-99 198-99	1996-97         1997-98         1998-99         1999-00           8           16.5         14.0         15.0         14.2           20.4         16.6         18.1         16.8           4         22         -9         14           3.4%         18.0%         -6.3%         10.4%           38         -7         14         87           1.9%         -0.3%         0.7%         0.0%           0.8%         0.7%         0.7%         0.0%           4.9%         5.2%         4.7%           13.9%         11.1%         11.9%         10.7%           0.0%         0.7%         0.8%         0.7%           0.0%         0.0%         0.0%         0.0%           33.3%         42.9%         42.9%         42.9%           42.8         41.2         42.8         41.6           13.8         11.7         12.3         11.7           33,856         32,981         35,260         36,053           0.0%         0.0%         0.0%         0.0%           75.8%         76.9%         75.0%         75.4%           7.1%	1996-97 1997-98 1998-99 1999-00 2000-01 2000-01 3	1996-97         1997-98         1998-99         1999-00         2000-01         1996-97           8           16.5         14.0         15.0         14.2         13.3         16.4           20.4         16.6         18.1         16.8         15.9         19.2           4         22         -9         14         9         -           3.4%         18.0%         -6.3%         10.4%         6.0%         0.7%           38         -7         14         87         -10         -           1.9%         -0.3%         0.7%         0.0%         4.4%         0.7%           0.8%         0.7%         0.0%         4.4%         0.7%           4.9%         4.9%         5.2%         4.7%         4.4%         4.5%           13.9%         11.1%         11.9%         10.7%         12.0%         9.6%           0.0%         0.7%         0.8%         0.7%         2.0%         12.1%           0.0%         0.0%         0.0%         0.0%         16.8%           33.3%         42.9%         42.9%         42.9%         57.1%         36.3%     <	1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1988   16.5	1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   1998-99   1998-99   1998-99   1998-99   1998-99   1998-99   1998-99   1998-99   1888   18.1   16.5   14.0   15.0   14.2   13.3   16.4   16.2   15.5   16.5   16.6   18.1   16.8   15.9   19.2   18.8   18.1   18.1   18.2   18.2   19.2   18.8   18.1   18.2   18.3   18.0   18.0   18.0   18.0   10.4   18.0   18.0   18.0   10.4   18.0	1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   1999-00   1996-97   1997-98   1998-99   1999-00   1988-99   1999-00   1988-99   1999-00   1988-99   1989-99   1988-99   1989-99   1989-99   1989-99   1989-99   1989-99   1989-99   1989-99   1989-99   1988-99   1989

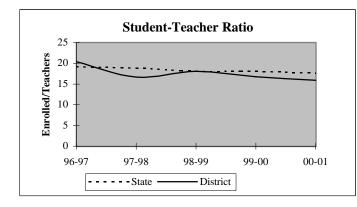
		Dis	strict Cou	nts			Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	122	144	135	149	158	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	107	112	113	123	119	87.7%	77.8%	83.7%	82.6%	75.3%
Newly Hired	15	32	22	26	39	12.3%	22.2%	16.3%	17.4%	24.7%
Transfers In	2	3	4	5	8	13.3%	9.4%	18.2%	19.2%	20.5%
Reentrants	8	13	14	5	9	53.3%	40.6%	63.6%	19.2%	23.1%
First Time Educators	5	16	4	16	22	33.3%	50.0%	18.2%	61.5%	56.4%
Total Exiting Next Year	10	31	12	30	-	8.2%	21.5%	8.9%	20.1%	-
Transfers Out	1	8	2	12	=	10.0%	25.8%	16.7%	40.0%	=
Leave Tennessee Educ.	9	23	10	18	-	90.0%	74.2%	83.3%	60.0%	-

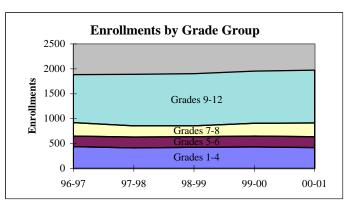
Dynamics Rates	District Rates							
District Attrition	8.2%	21.5%	8.9%	20.1%	-			
Transfers In/Out	2.00	0.38	2.00	0.42	-			

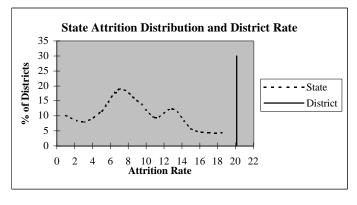
# District Report for: LENOIR CITY

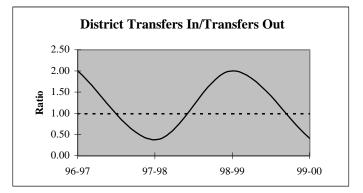
		Dis	trict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	122	144	135	149	158	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	6	7	7	7	7	4.9%	4.9%	5.2%	4.7%	4.4%	
Professional Staff	17	16	16	16	19	13.9%	11.1%	11.9%	10.7%	12.0%	
Total Teachers	99	121	112	126	132	81.1%	84.0%	83.0%	84.6%	83.5%	
Special Education	7	8	9	9	12	7.1%	6.6%	8.0%	7.1%	9.1%	
Pre-K & Kindergarten	6	6	8	9	11	6.1%	5.0%	7.1%	7.1%	8.3%	
Elementary (1-4)	29	41	31	38	36	29.3%	33.9%	27.7%	30.2%	27.3%	
Middle School (5-6)	7	10	10	12	13	7.1%	8.3%	8.9%	9.5%	9.8%	
Jr. High (7-8)	10	10	8	10	11	10.1%	8.3%	7.1%	7.9%	8.3%	
High School (9-12)	40	46	46	48	49	40.4%	38.0%	41.1%	38.1%	37.1%	
Business	3	3	4	3	5	7.5%	6.5%	8.7%	6.3%	10.2%	
Language Arts	6	5	7	8	7	15.0%	10.9%	15.2%	16.7%	14.3%	
Social Studies	6	6	7	7	6	15.0%	13.0%	15.2%	14.6%	12.2%	
Foreign Language	1	1	2	3	2	2.5%	2.2%	4.3%	6.3%	4.1%	
Mathematics	6	7	8	6	6	15.0%	15.2%	17.4%	12.5%	12.2%	
Science	4	3	5	6	6	10.0%	6.5%	10.9%	12.5%	12.2%	
Vocational Education	4	4	5	6	7	10.0%	8.7%	10.9%	12.5%	14.3%	
Other High School	10	17	8	9	10	25.0%	37.0%	17.4%	18.8%	20.4%	
					-						
Total Enrollments	2,019	2,012	2,026	2,113	2,103	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	2,019	2,012	2,026	2,113	2,103	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	106	92	99	134	117	5.3%	4.6%	4.9%	6.3%	5.6%
Grades 1-4	438	410	426	429	418	21.7%	20.4%	21.0%	20.3%	19.9%
Grades 5-6	208	220	209	217	216	10.3%	10.9%	10.3%	10.3%	10.3%
Grades 7-8	273	222	221	258	276	13.5%	11.0%	10.9%	12.2%	13.1%
Grades 9-12	961	1,040	1,048	1,051	1,060	47.6%	51.7%	51.7%	49.7%	50.4%
Ungraded	33	28	23	24	16	1.6%	1.4%	1.1%	1.1%	0.8%









**District Counts** 

District Percentages

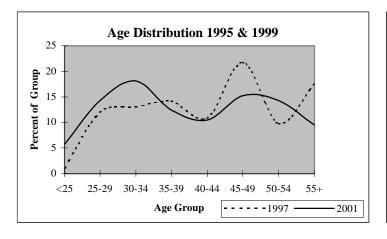
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender			<u>'</u>		<u></u>	<u> </u>				
Administrative	6	7	7	7	7	5.0%	5.0%	5.3%	4.9%	4.6%
White - Females	2	3	3	3	4	33.3%	42.9%	42.9%	42.9%	57.1%
White - Males	4	4	4	4	3	66.7%	57.1%	57.1%	57.1%	42.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	15	14	14	13	16	12.5%	10.0%	10.7%	9.0%	10.6%
White - Females	10	9	10	9	11	66.7%	64.3%	71.4%	69.2%	68.8%
White - Males	5	4	3	3	4	33.3%	28.6%	21.4%	23.1%	25.0%
Black - Females	0	1	1	1	1	0.0%	7.1%	7.1%	7.7%	6.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	99	119	110	124	128	82.5%	85.0%	84.0%	86.1%	84.8%
White - Females	75	91	82	93	98	75.8%	76.5%	74.5%	75.0%	76.6%
White - Males	24	28	28	31	28	24.2%	23.5%	25.5%	25.0%	21.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%
						<b>-</b>				
Age Distribution			strict Cou					rict Percent		
Age Distribution Teachers by Age Group	1996-97	Dis 1997-98			2000-01	1996-97	Distr	rict Percent	ages 1999-00	2000-01
•	1996-97				2000-01	1996-97				2000-01
Teachers by Age Group	- ا	1997-98	1998-99	1999-00		<u> </u>	1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	1	1997-98 7	1998-99	1999-00 7	6	1.1%	1997-98	1998-99	1999-00	5.7%
Teachers by Age Group Up to 24 25-29	1 11	1997-98 7 14	1998-99 0 7	1999-00 7 10	6 15	1.1% 12.0%	1997-98 6.5% 13.1%	1998-99 0.0% 7.7%	1999-00 6.7% 9.6%	5.7% 14.3%
Teachers by Age Group Up to 24 25-29 30-34	1 11 12	1997-98 7 14 15	1998-99 0 7 16	1999-00 7 10 16	6 15 19	1.1% 12.0% 13.0%	1997-98 6.5% 13.1% 14.0%	1998-99 0.0% 7.7% 17.6%	1999-00 6.7% 9.6% 15.4%	5.7% 14.3% 18.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 11 12 13	1997-98 7 14 15 15	1998-99 0 7 16 13	1999-00 7 10 16 11	6 15 19 13	1.1% 12.0% 13.0% 14.1%	1997-98 6.5% 13.1% 14.0% 14.0%	1998-99 0.0% 7.7% 17.6% 14.3%	1999-00 6.7% 9.6% 15.4% 10.6%	5.7% 14.3% 18.1% 12.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 11 12 13 10	7 14 15 15	1998-99 0 7 16 13 14	7 10 16 11 15	6 15 19 13 11	1.1% 12.0% 13.0% 14.1% 10.9%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3%	1998-99 0.0% 7.7% 17.6% 14.3% 15.4%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4%	5.7% 14.3% 18.1% 12.4% 10.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 11 12 13 10 20	7 14 15 15 11 18	1998-99 0 7 16 13 14 17	7 10 16 11 15	6 15 19 13 11	1.1% 12.0% 13.0% 14.1% 10.9% 21.7%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8%	1998-99 0.0% 7.7% 17.6% 14.3% 15.4% 18.7%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 11 12 13 10 20 9 16	7 14 15 15 11 18 11 16	1998-99 0 7 16 13 14 17 13 11	7 10 16 11 15 15 16	6 15 19 13 11 16 15	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3%	1998-99 0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 14.4%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 11 12 13 10 20 9	7 14 15 15 11 18	1998-99 0 7 16 13 14 17 13	7 10 16 11 15 15	6 15 19 13 11 16	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3%	1998-99 0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 14.4%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 11 12 13 10 20 9 16	7 14 15 15 11 18 11 16	1998-99 0 7 16 13 14 17 13 11	7 10 16 11 15 15 16	6 15 19 13 11 16 15	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3%	1998-99 0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 14.4%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 11 12 13 10 20 9 16	7 14 15 15 11 18 11 16 41.2	1998-99 0 7 16 13 14 17 13 11 42.8	7 10 16 11 15 15 16 14 41.6	6 15 19 13 11 16 15	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3% 15.0%	1998-99 0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3% 12.1%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 15.4% 13.5%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 11 12 13 10 20 9 16 42.8	1997-98 7 14 15 15 11 18 11 16 41.2	1998-99 0 7 16 13 14 17 13 11 42.8	7 10 16 11 15 15 16 14 41.6	6 15 19 13 11 16 15 10 40.0	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8% 17.4%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3% 15.0%	1998-99 0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3% 12.1%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 15.4% 13.5%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3% 9.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 11 12 13 10 20 9 16 42.8	1997-98 7 14 15 15 11 18 11 16 41.2	1998-99 0 7 16 13 14 17 13 11 42.8	7 10 16 11 15 15 16 14 41.6	6 15 19 13 11 16 15 10 40.0	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8% 17.4%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3% 15.0%	1998-99 0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3% 12.1% rict Percent. 1998-99	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 15.4% 13.5%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3% 9.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 11 12 13 10 20 9 16 42.8	1997-98 7 14 15 15 11 18 11 16 41.2 Dis 1997-98	1998-99 0 7 16 13 14 17 13 11 42.8 strict Cour 1998-99	7 10 16 11 15 15 16 14 41.6	6 15 19 13 11 16 15 10 40.0	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8% 17.4%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3% 15.0% Distr 1997-98 28.1%	1998-99 0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3% 12.1%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 15.4% 13.5%  ages 1999-00 28.6%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3% 9.5% 2000-01 34.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 11 12 13 10 20 9 16 42.8	1997-98 7 14 15 15 11 18 11 16 41.2 Dis 1997-98	1998-99 0 7 16 13 14 17 13 11 42.8 strict Cour 1998-99 24 22	1999-00 7 10 16 11 15 16 14 41.6 nts 1999-00 36 21	6 15 19 13 11 16 15 10 40.0	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8% 17.4%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 15.0% Distr 1997-98 28.1% 15.7%	1998-99  0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3% 12.1%  rict Percent: 1998-99  21.4% 19.6%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 15.4% 13.5%  ages 1999-00 28.6% 16.7%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3% 9.5%  2000-01 34.1% 13.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 11 12 13 10 20 9 16 42.8	1997-98 7 14 15 15 11 18 11 16 41.2 Dis 1997-98 34 19	1998-99 0 7 16 13 14 17 13 11 42.8 strict Cour 1998-99 24 22 12	1999-00 7 10 16 11 15 15 16 14 41.6 1999-00 36 21 13	6 15 19 13 11 16 15 10 40.0 2000-01 45 18 17	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8% 17.4%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3% 15.0% Distr 1997-98 28.1% 15.7% 14.9%	1998-99  0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3% 12.1%  rict Percent 1998-99  21.4% 19.6% 10.7%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 15.4% 13.5%  ages 1999-00 28.6% 16.7% 10.3%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3% 9.5%  2000-01 34.1% 13.6% 12.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 11 12 13 10 20 9 16 42.8 1996-97 18 20 12 8	1997-98 7 14 15 15 11 18 11 16 41.2 Dis 1997-98 34 19 18 8	1998-99 0 7 16 13 14 17 13 11 42.8 strict Cour 1998-99 24 22 12 14	1999-00  7 10 16 11 15 15 16 14 41.6  nts 1999-00  36 21 13 15	6 15 19 13 11 16 15 10 40.0 2000-01 45 18 17 16	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8% 17.4%  1996-97  18.2% 20.2% 12.1% 8.1%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3% 15.0% Distr 1997-98 28.1% 15.7% 14.9% 6.6%	1998-99  0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3% 12.1%  rict Percent. 1998-99  21.4% 19.6% 10.7% 12.5%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 15.4% 13.5%  ages 1999-00 28.6% 16.7% 10.3% 11.9%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3% 9.5%  2000-01 34.1% 13.6% 12.9% 12.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 11 12 13 10 20 9 16 42.8 1996-97 18 20 12 8	1997-98 7 14 15 15 11 18 11 16 41.2 Dis 1997-98 34 19 18 8 11	1998-99 0 7 16 13 14 17 13 11 42.8 strict Cour 1998-99 24 22 12 14 12	1999-00 7 10 16 11 15 15 16 14 41.6  1999-00 36 21 13 15 10	6 15 19 13 11 16 15 10 40.0 2000-01 45 18 17 16 8	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8% 17.4%  1996-97  18.2% 20.2% 12.1% 8.1% 9.1%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 15.0% Distr 1997-98 28.1% 15.7% 14.9% 6.6% 9.1%	1998-99  0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3% 12.1%  rict Percent 1998-99  21.4% 19.6% 10.7% 12.5% 10.7%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 15.4% 13.5%  ages 1999-00 28.6% 16.7% 10.3% 11.9% 7.9%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3% 9.5%  2000-01 34.1% 13.6% 12.9% 12.1% 6.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 11 12 13 10 20 9 16 42.8 1996-97 18 20 12 8	1997-98 7 14 15 15 11 18 11 16 41.2 Dis 1997-98 34 19 18 8	1998-99 0 7 16 13 14 17 13 11 42.8 strict Cour 1998-99 24 22 12 14	1999-00  7 10 16 11 15 15 16 14 41.6  nts 1999-00  36 21 13 15	6 15 19 13 11 16 15 10 40.0 2000-01 45 18 17 16	1.1% 12.0% 13.0% 14.1% 10.9% 21.7% 9.8% 17.4%  1996-97  18.2% 20.2% 12.1% 8.1%	1997-98 6.5% 13.1% 14.0% 14.0% 10.3% 16.8% 10.3% 15.0% Distr 1997-98 28.1% 15.7% 14.9% 6.6%	1998-99  0.0% 7.7% 17.6% 14.3% 15.4% 18.7% 14.3% 12.1%  rict Percent. 1998-99  21.4% 19.6% 10.7% 12.5%	1999-00 6.7% 9.6% 15.4% 10.6% 14.4% 15.4% 13.5%  ages 1999-00 28.6% 16.7% 10.3% 11.9%	5.7% 14.3% 18.1% 12.4% 10.5% 15.2% 14.3% 9.5%  2000-01 34.1% 13.6% 12.9% 12.1%

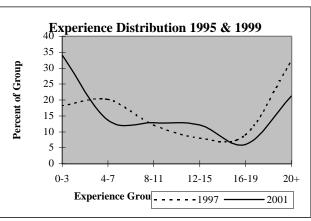
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	10	31	12	30	-	Ĭ	8.2%	21.5%	8.9%	20.1%	=		
Attrition from Transfers	1	8	2	12	-		0.8%	5.6%	1.5%	8.1%	-		
Attrition from Exits	9	23	10	18	-		7.4%	16.0%	7.4%	12.1%	-		
Teacher Attrition	8	29	10	29	-		8.1%	24.0%	8.9%	23.0%	-		
Attrition from Transfers	1	8	2	12	-		1.0%	6.6%	1.8%	9.5%	-		
Attrition from Exits	7	21	8	17	-		7.1%	17.4%	7.1%	13.5%	-		
District Retention													
<b>Educator Retention</b>	112	113	123	119	-		91.8%	78.5%	91.1%	79.9%	-		
Teacher Retention	91	92	102	97	-		91.9%	76.0%	91.1%	77.0%	-		

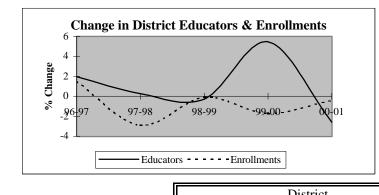
Teacher Retention	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	28.2%	25.6%	46.2%				
1 Year of Experience	77.4%	12.9%	9.7%				
2 Years of Experience	89.7%	6.9%	3.4%				
3 Years of Experience	84.4%	3.1%	12.5%				
4 Years of Experience	93.1%	0.0%	6.9%				
5 Years of Experience	75.0%	4.2%	20.8%				

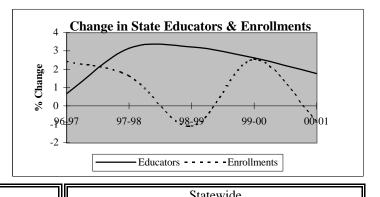
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses										•	
Race	6.8%	12.3%	12.1%	12.1%	14.6%	8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	3.8%	5.8%	5.5%	6.0%	7.0%	4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment											
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	89.3%	79.9%	85.9%	85.9%	79.7%	90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.7%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	10.7%	20.1%	13.3%	14.1%	19.6%	8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	·s										
Student to Educator Ratio	17.4	16.9	16.9	15.7	16.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.7	19.1	19.1	17.9	18.7	19.2	18.8	18.1	18.0	17.6	
Change in Educators	7	1	-1	20	-10	-	-	-	-	-	
% Change in Educators	1.9%	0.3%	-0.3%	5.5%	-2.6%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	95	-186	-6	-107	-24	-	-	-	-	-	
% Change in Enrollment:	1.5%	-2.9%	-0.1%	-1.7%	-0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.3%	0.3%	0.3%	0.3%	3.2%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.4%	4.4%	3.6%	3.4%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	7.4%	7.4%	7.9%	8.5%	9.8%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.3%	1.7%	1.7%	2.2%	2.2%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	12.5%	12.5%	7.7%	15.4%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.7	44.0	44.3	44.6	45.2	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.2	15.3	15.1	14.8	15.0	13.8	13.7	13.7	13.4	13.3	
Average Salary	33,131	33,376	34,955	36,256	36,726	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	2.6%	1.9%	1.9%	1.9%	2.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.2%	75.0%	76.2%	76.2%	75.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.4%	8.3%	9.3%	8.2%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	6.4%	na	5.6%	7.1%	7.2%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.3%	0.4%	0.5%	0.5%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%	

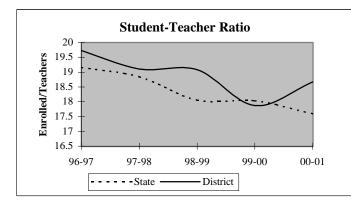
		Dis	strict Cou	nts		District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	366	367	366	386	376	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	342	336	336	352	347	93.4%	91.6%	91.8%	91.2%	92.3%
Newly Hired	24	31	30	34	29	6.6%	8.4%	8.2%	8.8%	7.7%
Transfers In	6	8	5	5	3	25.0%	25.8%	16.7%	14.7%	10.3%
Reentrants	10	9	10	14	11	41.7%	29.0%	33.3%	41.2%	37.9%
First Time Educators	8	14	15	15	15	33.3%	45.2%	50.0%	44.1%	51.7%
Total Exiting Next Year	30	31	14	39	-	8.2%	8.4%	3.8%	10.1%	-
Transfers Out	7	3	0	3	-	23.3%	9.7%	0.0%	7.7%	=
Leave Tennessee Educ.	23	28	14	36	-	76.7%	90.3%	100.0%	92.3%	-

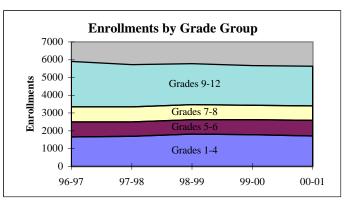
Dynamics Rates	District Rates									
District Attrition	8.2%	8.4%	3.8%	10.1%	-					
Transfers In/Out	0.86	2.67	nc	1.67	-					

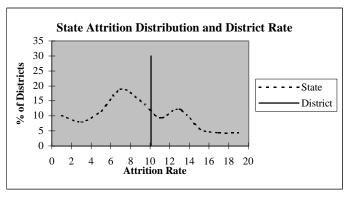
## District Report for: MCMINN COUNTY

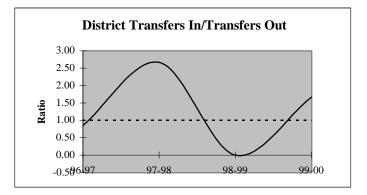
		Dist	rict Counts	S	_	District Percentages				
Profile by Position	1996-97 19	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	366	367	366	386	376	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	16	16	13	13	15	4.4%	4.4%	3.6%	3.4%	4.0%
Professional Staff	27	27	29	33	37	7.4%	7.4%	7.9%	8.5%	9.8%
Total Teachers	323	324	324	340	324	88.3%	88.3%	88.5%	88.1%	86.2%
Special Education	27	27	30	28	25	8.4%	8.3%	9.3%	8.2%	7.7%
Pre-K & Kindergarten	24	24	26	24	22	7.4%	7.4%	8.0%	7.1%	6.8%
Elementary (1-4)	99	102	100	117	109	30.7%	31.5%	30.9%	34.4%	33.6%
Middle School (5-6)	29	32	33	33	37	9.0%	9.9%	10.2%	9.7%	11.4%
Jr. High (7-8)	32	31	28	26	27	9.9%	9.6%	8.6%	7.6%	8.3%
High School (9-12)	112	108	107	112	104	34.7%	33.3%	33.0%	32.9%	32.1%
Business	7	7	7	6	5	6.3%	6.5%	6.5%	5.4%	4.8%
Language Arts	14	13	14	16	15	12.5%	12.0%	13.1%	14.3%	14.4%
Social Studies	13	13	14	15	17	11.6%	12.0%	13.1%	13.4%	16.3%
Foreign Language	5	3	2	4	1	4.5%	2.8%	1.9%	3.6%	1.0%
Mathematics	13	14	14	11	12	11.6%	13.0%	13.1%	9.8%	11.5%
Science	13	11	12	13	11	11.6%	10.2%	11.2%	11.6%	10.6%
Vocational Education	26	27	24	28	26	23.2%	25.0%	22.4%	25.0%	25.0%
Other High School	21	20	20	19	17	18.8%	18.5%	18.7%	17.0%	16.3%

Total Enrollments	6,374	6,188	6,182	6,075	6,051	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	460	443	387	377	390	7.2%	7.2%	6.3%	6.2%	6.4%
Grades 1-4	1,664	1,683	1,810	1,776	1,702	26.1%	27.2%	29.3%	29.2%	28.1%
Grades 5-6	829	816	818	847	887	13.0%	13.2%	13.2%	13.9%	14.7%
Grades 7-8	857	846	849	823	808	13.4%	13.7%	13.7%	13.5%	13.4%
Grades 9-12	2,546	2,373	2,297	2,220	2,233	39.9%	38.3%	37.2%	36.5%	36.9%
Ungraded	18	27	21	32	31	0.3%	0.4%	0.3%	0.5%	0.5%









		Distr	rict Count	is		District Percentages					
Profile by	1996-97	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender	<u> </u>	· ·	·		·J,	<u> </u>	<u> </u>		·		
Administrative	16	16	13	13	15	4.5%	4.5%	3.7%	3.6%	4.2%	
White - Females	2	2	1	2	3	12.5%	12.5%	7.7%	15.4%	20.0%	
White - Males	14	14	12	11	12	87.5%	87.5%	92.3%	84.6%	80.0%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	26	26	28	32	34	7.3%	7.3%	8.0%	8.8%	9.6%	
White - Females	20	19	22	24	25	76.9%	73.1%	78.6%	75.0%	73.5%	
White - Males	6	7	6	6	7	23.1%	26.9%	21.4%	18.8%	20.6%	
Black - Females	0	0	0	1	1	0.0%	0.0%	0.0%	3.1%	2.9%	
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	3.1%	2.9%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	313	313	310	318	307	88.2%	88.2%	88.3%	87.6%	86.2%	
White - Females	230	232	234	243	234	73.5%	74.1%	75.5%	76.4%	76.2%	
White - Males	75 -	75	70	69	67	24.0%	24.0%	22.6%	21.7%	21.8%	
Black - Females	5	4	4	4	3	1.6%	1.3%	1.3%	1.3%	1.0%	
Black - Males	2	2	2	2	2	0.6%	0.6%	0.6%	0.6%	0.7%	
Other - Females	1	0	0	0	1	0.3%	0.0%	0.0%	0.0%	0.3%	
Other - Males	Ü	U	0	U	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Age Distribution		Distr	rict Count	is.			Distr	ict Percenta	iges		
Teachers by Age Group	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
	11 1 2 2 2 7 1 1 1	/// /UII I									
Up to 24	2	3	0	0	0	0.7%	1.0%	0.0%	0.0%	0.0%	
Up to 24 25-29						0.7% 10.3%	1.0% 9.1%	0.0% 6.7%		0.0% 6.7%	
<u>*</u>	2	3	0	0	0				0.0%		
25-29	2 31	3 27	0 19	0 20	0 18	10.3%	9.1%	6.7%	0.0% 7.0%	6.7%	
25-29 30-34	2 31 19	3 27 23	0 19 31	0 20 31	0 18 29	10.3% 6.3%	9.1% 7.7%	6.7% 10.9%	0.0% 7.0% 10.9%	6.7% 10.8%	
25-29 30-34 35-39	2 31 19 33	3 27 23 33	0 19 31 32	0 20 31 31	0 18 29 22	10.3% 6.3% 11.0%	9.1% 7.7% 11.1%	6.7% 10.9% 11.2%	0.0% 7.0% 10.9% 10.9%	6.7% 10.8% 8.2%	
25-29 30-34 35-39 40-45	2 31 19 33 63	3 27 23 33 59	0 19 31 32 48	0 20 31 31 45	0 18 29 22 41	10.3% 6.3% 11.0% 21.0%	9.1% 7.7% 11.1% 19.8%	6.7% 10.9% 11.2% 16.8%	0.0% 7.0% 10.9% 10.9% 15.8%	6.7% 10.8% 8.2% 15.2%	
25-29 30-34 35-39 40-45 45-49	2 31 19 33 63 71	3 27 23 33 59 67	0 19 31 32 48 68	0 20 31 31 45 63	0 18 29 22 41 70	10.3% 6.3% 11.0% 21.0% 23.7%	9.1% 7.7% 11.1% 19.8% 22.5%	6.7% 10.9% 11.2% 16.8% 23.9%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2%	6.7% 10.8% 8.2% 15.2% 26.0%	
25-29 30-34 35-39 40-45 45-49 50-54 55+	2 31 19 33 63 71 46 35	3 27 23 33 59 67 53 33	0 19 31 32 48 68 56 31	0 20 31 31 45 63 58 36	0 18 29 22 41 70 52 37	10.3% 6.3% 11.0% 21.0% 23.7% 15.3%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8%	6.7% 10.9% 11.2% 16.8% 23.9% 19.6%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3%	
25-29 30-34 35-39 40-45 45-49 50-54	2 31 19 33 63 71 46	3 27 23 33 59 67 53	0 19 31 32 48 68 56	0 20 31 31 45 63 58	0 18 29 22 41 70 52	10.3% 6.3% 11.0% 21.0% 23.7% 15.3%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8%	6.7% 10.9% 11.2% 16.8% 23.9% 19.6%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	2 31 19 33 63 71 46 35	3 27 23 33 59 67 53 33 44.0	0 19 31 32 48 68 56 31 44.3	0 20 31 31 45 63 58 36 44.6	0 18 29 22 41 70 52 37	10.3% 6.3% 11.0% 21.0% 23.7% 15.3%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8% 11.1%	6.7% 10.9% 11.2% 16.8% 23.9% 19.6% 10.9%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4% 12.7%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	2 31 19 33 63 71 46 35 43.7	3 27 23 33 59 67 53 33 44.0	0 19 31 32 48 68 56 31 44.3	0 20 31 31 45 63 58 36 44.6	0 18 29 22 41 70 52 37 45.2	10.3% 6.3% 11.0% 21.0% 23.7% 15.3% 11.7%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8% 11.1%	6.7% 10.9% 11.2% 16.8% 23.9% 19.6% 10.9%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4% 12.7%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3% 13.8%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience	2 31 19 33 63 71 46 35 43.7	3 27 23 33 59 67 53 33 44.0	0 19 31 32 48 68 56 31 44.3	0 20 31 31 45 63 58 36 44.6	0 18 29 22 41 70 52 37 45.2	10.3% 6.3% 11.0% 21.0% 23.7% 15.3% 11.7%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8% 11.1% Distr	6.7% 10.9% 11.2% 16.8% 23.9% 19.6% 10.9%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4% 12.7%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3% 13.8%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	2 31 19 33 63 71 46 35 43.7	3 27 23 33 59 67 53 33 44.0	0 19 31 32 48 68 56 31 44.3	0 20 31 31 45 63 58 36 44.6	0 18 29 22 41 70 52 37 45.2	10.3% 6.3% 11.0% 21.0% 23.7% 15.3% 11.7%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8% 11.1%  Distr 1997-98 13.9%	6.7% 10.9% 11.2% 16.8% 23.9% 19.6% 10.9%  ict Percenta 1998-99 14.8%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4% 12.7%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3% 13.8% 2000-01	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	2 31 19 33 63 71 46 35 43.7	3 27 23 33 59 67 53 33 44.0 Distr 997-98 1 45 40	0 19 31 32 48 68 56 31 44.3	0 20 31 31 45 63 58 36 44.6	0 18 29 22 41 70 52 37 45.2	10.3% 6.3% 11.0% 21.0% 23.7% 15.3% 11.7% 1996-97 13.0% 13.0%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8% 11.1%  Distr 1997-98 13.9% 12.3%	6.7% 10.9% 11.2% 16.8% 23.9% 19.6% 10.9%  ict Percenta 1998-99 14.8% 13.9%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4% 12.7%  18.6% 13.0%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3% 13.8% 2000-01 17.0% 11.8%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 31 19 33 63 71 46 35 43.7	3 27 23 33 59 67 53 33 44.0 Distr 997-98 1 45 40 43	0 19 31 32 48 68 56 31 44.3	0 20 31 31 45 63 58 36 44.6	0 18 29 22 41 70 52 37 45.2	10.3% 6.3% 11.0% 21.0% 23.7% 15.3% 11.7% 13.0% 13.0% 13.0%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8% 11.1%  Distr 1997-98 13.9% 12.3% 13.3%	6.7% 10.9% 11.2% 16.8% 23.9% 19.6% 10.9%  ict Percenta 1998-99 14.8% 13.9% 11.1%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4% 12.7%  18.6% 13.0% 10.9%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3% 13.8% 2000-01 17.0% 11.8% 12.1%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 31 19 33 63 71 46 35 43.7	3 27 23 33 59 67 53 33 44.0 Distr 997-98 1 45 40 43 35	0 19 31 32 48 68 56 31 44.3 ict Count 998-99 1 48 45 36 40	0 20 31 31 45 63 58 36 44.6	0 18 29 22 41 70 52 37 45.2 000-01 55 38 39 41	10.3% 6.3% 11.0% 21.0% 23.7% 15.3% 11.7% 13.0% 13.0% 13.0% 8.0%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8% 11.1%  Distr 1997-98 13.9% 12.3% 13.3% 10.8%	6.7% 10.9% 11.2% 16.8% 23.9% 19.6% 10.9%  ict Percenta 1998-99 14.8% 13.9% 11.1% 12.3%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4% 12.7%  18.6% 13.0% 10.9% 11.5%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3% 13.8%  2000-01 17.0% 11.8% 12.1% 12.7%	
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 31 19 33 63 71 46 35 43.7	3 27 23 33 59 67 53 33 44.0 Distr 997-98 1 45 40 43	0 19 31 32 48 68 56 31 44.3	0 20 31 31 45 63 58 36 44.6	0 18 29 22 41 70 52 37 45.2	10.3% 6.3% 11.0% 21.0% 23.7% 15.3% 11.7% 13.0% 13.0% 13.0%	9.1% 7.7% 11.1% 19.8% 22.5% 17.8% 11.1%  Distr 1997-98 13.9% 12.3% 13.3%	6.7% 10.9% 11.2% 16.8% 23.9% 19.6% 10.9%  ict Percenta 1998-99 14.8% 13.9% 11.1%	0.0% 7.0% 10.9% 10.9% 15.8% 22.2% 20.4% 12.7%  18.6% 13.0% 10.9%	6.7% 10.8% 8.2% 15.2% 26.0% 19.3% 13.8% 2000-01 17.0% 11.8% 12.1%	

15.2

15.3

14.8

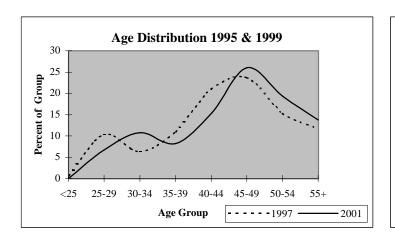
15.0

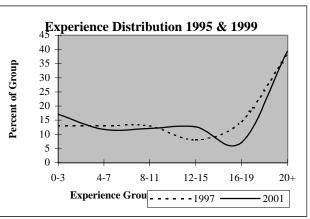
		District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	30	31	14	39	-	ĬL	8.2%	8.4%	3.8%	10.1%	-		
Attrition from Transfers	7	3	0	3	-		1.9%	0.8%	0.0%	0.8%	-		
Attrition from Exits	23	28	14	36	-		6.3%	7.6%	3.8%	9.3%	-		
Teacher Attrition	26	26	13	37	-		8.0%	8.0%	4.0%	10.9%	-		
Attrition from Transfers	6	3	0	1	-		1.9%	0.9%	0.0%	0.3%	-		
Attrition from Exits	20	23	13	36	-		6.2%	7.1%	4.0%	10.6%	-		
District Retention													
<b>Educator Retention</b>	336	336	352	347	-		91.8%	91.6%	96.2%	89.9%	-		
Teacher Retention	297	298	311	303	-		92.0%	92.0%	96.0%	89.1%	-		

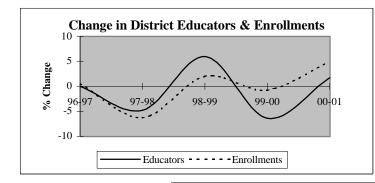
Teacher Retention	D	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	82.1%	3.0%	14.9%				
1 Year of Experience	86.2%	0.0%	13.8%				
2 Years of Experience	90.6%	1.9%	7.5%				
3 Years of Experience	86.2%	1.7%	12.1%				
4 Years of Experience	90.7%	3.7%	5.6%				
5 Years of Experience	92.2%	0.0%	7.8%				

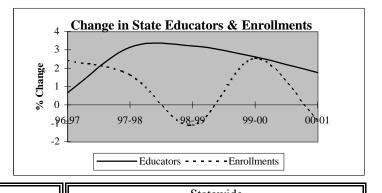
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	5.9%	9.3%	13.3%	16.5%	16.0%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	2.8%	5.8%	8.6%	9.6%	7.7%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	0.3%	0.3%	0.8%	0.3%	0.5%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	94.3%	93.5%	92.3%	92.0%	92.0%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	5.5%	6.3%	6.8%	7.8%	7.4%		8.6%	9.3%	9.4%	11.0%	10.3%		









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	'S										
Student to Educator Ratio	16.9	16.6	16.0	16.9	17.5	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	20.1	19.6	19.0	20.0	21.2	19.2	18.8	18.1	18.0	17.6	
Change in Educators	0	-6	7	-8	2	-	-	-	-	-	
% Change in Educators	0.0%	-4.8%	5.9%	-6.4%	1.7%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	11	-132	39	-16	98	-	-	-	-	-	
% Change in Enrollment:	0.5%	-6.3%	2.0%	-0.8%	4.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.8%	0.0%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.6%	5.1%	6.4%	4.3%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.5%	10.2%	9.6%	11.1%	10.9%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	4.1%	4.3%	4.1%	1.7%	0.9%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	14.3%	16.7%	25.0%	40.0%	37.5%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.1	45.0	45.8	46.0	46.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.9	15.9	16.2	16.0	16.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	37,292	37,437	38,957	39,828	40,859	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	3.9%	4.1%	3.9%	2.1%	1.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	84.6%	85.0%	84.8%	84.8%	85.7%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.6%	11.0%	10.5%	9.1%	9.2%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	17.4%	na	19.9%	19.6%	21.2%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.4%	1.0%	0.0%	0.7%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%	
1											

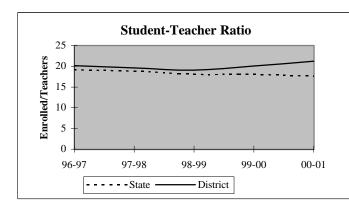
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	124	118	125	117	119	-	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	116	104	116	104	109		93.5%	88.1%	92.8%	88.9%	91.6%	
Newly Hired	8	14	9	13	10		6.5%	11.9%	7.2%	11.1%	8.4%	
Transfers In	1	2	1	4	1		12.5%	14.3%	11.1%	30.8%	10.0%	
Reentrants	6	7	3	3	4		75.0%	50.0%	33.3%	23.1%	40.0%	
First Time Educators	1	5	5	6	5		12.5%	35.7%	55.6%	46.2%	50.0%	
Total Exiting Next Year	20	2	21	8	-		16.1%	1.7%	16.8%	6.8%	-	
Transfers Out	2	0	2	1	-		10.0%	0.0%	9.5%	12.5%	-	
Leave Tennessee Educ.	18	2	19	7	-		90.0%	100.0%	90.5%	87.5%	-	

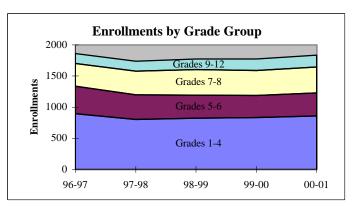
Dynamics Rates	District Rates									
District Attrition	16.1%	1.7%	16.8%	6.8%	-					
Transfers In/Out	0.50	nc	0.50	4.00	-					

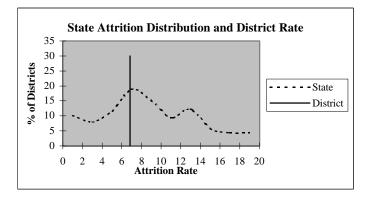
# District Report for: ATHENS

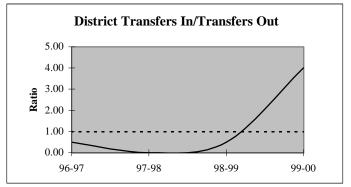
		Dist	rict Coun	ts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	124	118	125	117	119	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	7	6	8	5	8	5.6%	5.1%	6.4%	4.3%	6.7%		
Professional Staff	13	12	12	13	13	10.5%	10.2%	9.6%	11.1%	10.9%		
Total Teachers	104	100	105	99	98	83.9%	84.7%	84.0%	84.6%	82.4%		
Special Education	11	11	11	9	9	10.6%	11.0%	10.5%	9.1%	9.2%		
Pre-K & Kindergarten	8	9	9	10	12	7.7%	9.0%	8.6%	10.1%	12.2%		
Elementary (1-4)	52	49	54	52	49	50.0%	49.0%	51.4%	52.5%	50.0%		
Middle School (5-6)	16	15	14	11	14	15.4%	15.0%	13.3%	11.1%	14.3%		
Jr. High (7-8)	13	12	13	14	12	12.5%	12.0%	12.4%	14.1%	12.2%		
High School (9-12)	4	4	4	3	2	3.8%	4.0%	3.8%	3.0%	2.0%		
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Language Arts	1	1	1	1	0	25.0%	25.0%	25.0%	33.3%	0.0%		
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Science	1	1	1	1	1	25.0%	25.0%	25.0%	33.3%	50.0%		
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other High School	2	2	2	1	1	50.0%	50.0%	50.0%	33.3%	50.0%		
Total Enrollments	2.092	1 960	1 999	1 083	2.081	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	2,092	1,960	1,999	1,983	2,081	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	210	202	210	197	232	10.0%	10.3%	10.5%	9.9%	11.1%
Grades 1-4	895	804	823	835	860	42.8%	41.0%	41.2%	42.1%	41.3%
Grades 5-6	444	395	369	355	371	21.2%	20.2%	18.5%	17.9%	17.8%
Grades 7-8	365	380	412	398	414	17.4%	19.4%	20.6%	20.1%	19.9%
Grades 9-12	157	160	171	184	191	7.5%	8.2%	8.6%	9.3%	9.2%
Ungraded	21	19	14	14	13	1.0%	1.0%	0.7%	0.7%	0.6%









**District Counts** 

District Percentages

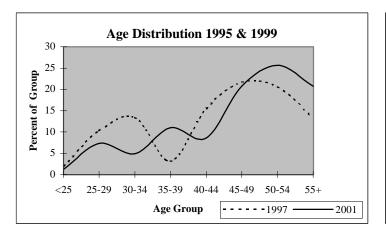
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender			'		<u> </u>					
Administrative	7	6	8	5	8	5.7%	5.2%	6.6%	4.3%	6.8%
White - Females	1	1	2	2	3	14.3%	16.7%	25.0%	40.0%	37.5%
White - Males	6	5	6	3	5	85.7%	83.3%	75.0%	60.0%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	13	11	11	13	13	10.7%	9.6%	9.0%	11.3%	11.1%
White - Females	10	9	9	10	11	76.9%	81.8%	81.8%	76.9%	84.6%
White - Males	2	1	1	3	2	15.4%	9.1%	9.1%	23.1%	15.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	0	0	7.7%	9.1%	9.1%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	102	98	103	97	96	83.6%	85.2%	84.4%	84.3%	82.1%
White - Females	82	79	83	80	81	80.4%	80.6%	80.6%	82.5%	84.4%
White - Males	16	15	16	15	14	15.7%	15.3%	15.5%	15.5%	14.6%
Black - Females	4	4	4	2	1	3.9%	4.1%	3.9%	2.1%	1.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	District Counts									
Age Distribution								rict Percent		
Age Distribution Teachers by Age Group	1996-97	Di: 1997-98			2000-01	1996-97	Distr 1997-98	rict Percent 1998-99	ages 1999-00	2000-01
•	1996-97				2000-01	1996-97 2.1%				2000-01
Teachers by Age Group	<u> </u>	1997-98	1998-99	1999-00		السسا	1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	2	1997-98 1	1998-99	1999-00	1	2.1%	1997-98 1.1%	1998-99	1999-00	1.2%
Teachers by Age Group Up to 24 25-29	2 10	1997-98 1 9	1998-99 1 8	1999-00 0 5	1 6	2.1% 10.3%	1997-98 1.1% 10.0%	1998-99 1.1% 8.7%	1999-00 0.0% 6.0%	1.2% 7.3%
Teachers by Age Group Up to 24 25-29 30-34	2 10 13	1997-98 1 9 8	1998-99 1 8 7	1999-00 0 5 7	1 6 4	2.1% 10.3% 13.4%	1997-98 1.1% 10.0% 8.9%	1998-99 1.1% 8.7% 7.6%	1999-00 0.0% 6.0% 8.3%	1.2% 7.3% 4.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39	2 10 13 3	1997-98 1 9 8 6	1998-99 1 8 7 7	1999-00 0 5 7 8	1 6 4 9	2.1% 10.3% 13.4% 3.1%	1997-98 1.1% 10.0% 8.9% 6.7%	1998-99 1.1% 8.7% 7.6% 7.6%	1999-00 0.0% 6.0% 8.3% 9.5%	1.2% 7.3% 4.9% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	2 10 13 3 15	1997-98 1 9 8 6 11	1998-99 1 8 7 7 11	1999-00 0 5 7 8 9	1 6 4 9 7	2.1% 10.3% 13.4% 3.1% 15.5%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2%	1998-99 1.1% 8.7% 7.6% 7.6% 12.0%	1999-00 0.0% 6.0% 8.3% 9.5% 10.7%	1.2% 7.3% 4.9% 11.0% 8.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 10 13 3 15 21	1997-98 1 9 8 6 11 20	1998-99 1 8 7 7 11 18	1999-00 0 5 7 8 9 20	1 6 4 9 7 17	2.1% 10.3% 13.4% 3.1% 15.5% 21.6%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2% 22.2%	1998-99 1.1% 8.7% 7.6% 7.6% 12.0% 19.6%	1999-00 0.0% 6.0% 8.3% 9.5% 10.7% 23.8%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 10 13 3 15 21 20 13	1997-98 1 9 8 6 11 20 21 14	1998-99 1 8 7 7 11 18 25 15	1999-00 5 7 8 9 20 21 14	1 6 4 9 7 17 21	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3%	1998-99 1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2%	1999-00 0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 10 13 3 15 21 20	1997-98 1 9 8 6 11 20 21	1998-99 1 8 7 7 11 18 25	1999-00 0 5 7 8 9 20 21	1 6 4 9 7 17 21	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3%	1998-99 1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2%	1999-00 0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 10 13 3 15 21 20 13	1997-98 1 9 8 6 11 20 21 14	1998-99 1 8 7 7 11 18 25 15	1999-00 5 7 8 9 20 21 14	1 6 4 9 7 17 21	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3%	1998-99 1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2%	1999-00 0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 10 13 3 15 21 20 13	1997-98 1 9 8 6 11 20 21 14 45.0	1998-99 1 8 7 7 11 18 25 15	1999-00 5 7 8 9 20 21 14 46.0	1 6 4 9 7 17 21	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3% 15.6%	1998-99 1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2%	1999-00 0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0% 16.7%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	2 10 13 3 15 21 20 13 44.1	1997-98 1 9 8 6 11 20 21 14 45.0	1998-99 1 8 7 7 11 18 25 15 45.8	1999-00 5 7 8 9 20 21 14 46.0	1 6 4 9 7 17 21 17 46.5	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3% 15.6%	1998-99 1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2% 16.3%	1999-00 0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0% 16.7%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	2 10 13 3 15 21 20 13 44.1	1997-98 1 9 8 6 11 20 21 14 45.0	1998-99 1 8 7 7 11 18 25 15 45.8 strict Cour	1999-00 0 5 7 8 9 20 21 14 46.0	1 6 4 9 7 17 21 17 46.5	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6% 13.4%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3% 15.6% Distr	1998-99  1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2% 16.3%	1999-00 0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0% 16.7% ages 1999-00	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6% 20.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	2 10 13 3 15 21 20 13 44.1	1997-98 1 9 8 6 11 20 21 14 45.0 Dis	1998-99 1 8 7 7 11 18 25 15 45.8 strict Cour 1998-99	1999-00 0 5 7 8 9 20 21 14 46.0 nts 1999-00	1 6 4 9 7 17 21 17 46.5	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6% 13.4%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3% 15.6% Distr 1997-98 12.0%	1998-99  1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2% 16.3%  rict Percent 1998-99 13.3%	1999-00  0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0% 16.7%  ages 1999-00 17.2%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6% 20.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	2 10 13 3 15 21 20 13 44.1	1997-98 1 9 8 6 11 20 21 14 45.0 Dis 1997-98 12 14	1998-99 1 8 7 7 11 18 25 15 45.8 strict Cour 1998-99	1999-00 0 5 7 8 9 20 21 14 46.0 nts 1999-00 17 9	1 6 4 9 7 17 21 17 46.5	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6% 13.4% 1996-97 13.5%	1997-98  1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3% 15.6%  Distr 1997-98  12.0% 14.0%	1998-99  1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2% 16.3%  rict Percent 1998-99  13.3% 13.3%	1999-00  0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0% 16.7%  ages  1999-00  17.2% 9.1%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6% 20.7% 2000-01 19.4% 5.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 10 13 3 15 21 20 13 44.1	1997-98 1 9 8 6 11 20 21 14 45.0 Dis 1997-98 12 14 12	1998-99 1 8 7 7 11 18 25 15 45.8 strict Cour 1998-99 14 14 12	1999-00 0 5 7 8 9 20 21 14 46.0 nts 1999-00	1 6 4 9 7 17 21 17 46.5	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6% 13.4% 1996-97 13.5% 8.7%	1997-98 1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3% 15.6% Distr 1997-98 12.0% 14.0% 12.0%	1998-99  1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2% 16.3%  rict Percent 1998-99  13.3% 13.3% 11.4%	1999-00  0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0% 16.7%  ages 1999-00  17.2% 9.1% 11.1%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6% 20.7%  25.6% 20.7%  19.4% 5.1% 12.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 10 13 3 15 21 20 13 44.1	1997-98 1 9 8 6 11 20 21 14 45.0 Dis 1997-98 12 14 12 6	1998-99 1 8 7 7 11 18 25 15 45.8 strict Cour 1998-99	1999-00 0 5 7 8 9 20 21 14 46.0 17 9 11	1 6 4 9 7 17 21 17 46.5 2000-01 19 5 12	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6% 13.4% 13.5% 13.5% 8.7% 8.7%	1997-98  1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3% 15.6%  Distr 1997-98  12.0% 14.0% 12.0% 6.0%	1998-99  1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2% 16.3%  13.3% 13.3% 13.4% 5.7%	1999-00  0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0% 16.7%  ages 1999-00  17.2% 9.1% 11.1% 9.1%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6% 20.7%  2000-01  19.4% 5.1% 12.2% 9.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 10 13 3 15 21 20 13 44.1 1996-97 14 14 14 9	1997-98 1 9 8 6 11 20 21 14 45.0 Dis 1997-98 12 14 12 6 13	1998-99 1 8 7 7 11 18 25 15 45.8 strict Cour 1998-99 14 14 12 6	1999-00 0 5 7 8 9 20 21 14 46.0 17 9 11 9	1 6 4 9 7 17 21 17 46.5 2000-01 19 5 12 9	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6% 13.4% 1996-97 13.5% 8.7%	1997-98  1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3% 15.6%  Distr 1997-98  12.0% 14.0% 12.0% 6.0% 13.0%	1998-99  1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2% 16.3%  13.3% 13.3% 11.4% 5.7% 14.3%	1999-00  0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0% 16.7%  11.1% 9.1% 10.1%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6% 20.7%  2000-01  19.4% 5.1% 12.2% 9.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	2 10 13 3 15 21 20 13 44.1 1996-97 14 14 14 9 9	1997-98 1 9 8 6 11 20 21 14 45.0 Dis 1997-98 12 14 12 6	1998-99 1 8 7 7 11 18 25 15 45.8  strict Cour 1998-99 14 14 12 6 15	1999-00 0 5 7 8 9 20 21 14 46.0 17 9 11 9 10	1 6 4 9 7 17 21 17 46.5 2000-01 19 5 12 9	2.1% 10.3% 13.4% 3.1% 15.5% 21.6% 20.6% 13.4% 13.5% 8.7% 8.7% 11.5%	1997-98  1.1% 10.0% 8.9% 6.7% 12.2% 22.2% 23.3% 15.6%  Distr 1997-98  12.0% 14.0% 12.0% 6.0%	1998-99  1.1% 8.7% 7.6% 7.6% 12.0% 19.6% 27.2% 16.3%  13.3% 13.3% 13.4% 5.7%	1999-00  0.0% 6.0% 8.3% 9.5% 10.7% 23.8% 25.0% 16.7%  ages 1999-00  17.2% 9.1% 11.1% 9.1%	1.2% 7.3% 4.9% 11.0% 8.5% 20.7% 25.6% 20.7%  2000-01  19.4% 5.1% 12.2% 9.2%

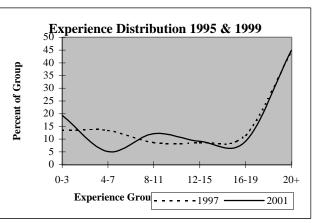
	District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	20	2	21	8	-		16.1%	1.7%	16.8%	6.8%	-	
Attrition from Transfers	2	0	2	1	-		1.6%	0.0%	1.6%	0.9%	-	
Attrition from Exits	18	2	19	7	-		14.5%	1.7%	15.2%	6.0%	=	
Teacher Attrition	16	2	15	7	-		15.4%	2.0%	14.3%	7.1%	=	
Attrition from Transfers	1	0	1	1	-		1.0%	0.0%	1.0%	1.0%	-	
Attrition from Exits	15	2	14	6	-		14.4%	2.0%	13.3%	6.1%	-	
District Retention												
<b>Educator Retention</b>	104	116	104	109	-		83.9%	98.3%	83.2%	93.2%	-	
Teacher Retention	88	98	90	92	-		84.6%	98.0%	85.7%	92.9%	-	

Teacher Retention	D:	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	78.9%	5.3%	15.8%
1 Year of Experience	75.0%	0.0%	25.0%
2 Years of Experience	73.7%	5.3%	21.1%
3 Years of Experience	57.1%	0.0%	42.9%
4 Years of Experience	80.0%	6.7%	13.3%
5 Years of Experience	93.3%	0.0%	6.7%

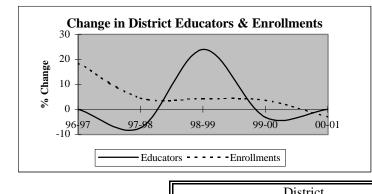
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

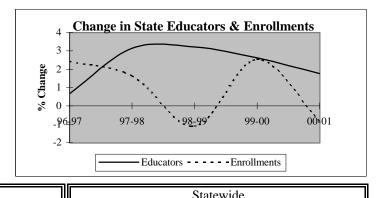
		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	4.6%	8.6%	11.5%	11.9%	12.4%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	1.5%	6.4%	9.2%	6.8%	6.6%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	0.8%	0.0%	0.8%	0.0%	1.7%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	93.5%	89.8%	92.8%	92.3%	90.8%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	5.6%	10.2%	6.4%	7.7%	7.6%		8.6%	9.3%	9.4%	11.0%	10.3%		





## Toc





			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									
Student to Educator Ratio	14.1	16.0	13.4	14.4	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.4	19.0	15.4	16.6	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	-2	6	-1	0	-	-	-	-	-
% Change in Educators	0.0%	-7.4%	24.0%	-3.2%	0.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	60	17	17	15	-13	-	-	-	-	-
% Change in Enrollment:	18.6%	4.5%	4.3%	3.6%	-3.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	3.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	11.1%	12.0%	9.7%	6.7%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	7.4%	4.0%	3.2%	6.7%	6.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	66.7%	66.7%	66.7%	0.0%	0.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.6	41.6	39.7	41.8	41.5	43.3	43.5	43.6	43.7	43.9
Average Experience	10.5	11.0	9.5	11.0	11.3	13.8	13.7	13.7	13.4	13.3
Average Salary	31,409	31,686	32,111	33,648	33,476	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	86.4%	81.0%	85.2%	80.8%	80.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.6%	14.3%	14.8%	7.7%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	3.2%	na	3.0%	4.2%	6.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.3%	0.0%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%

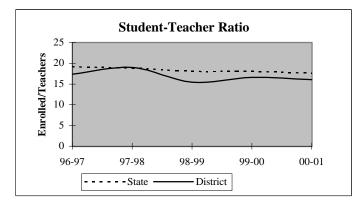
		Dis	strict Cou	nts		District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	27	25	31	30	30	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	24	23	25	24	29	88.9%	92.0%	80.6%	80.0%	96.7%
Newly Hired	3	2	6	6	1	11.1%	8.0%	19.4%	20.0%	3.3%
Transfers In	1	1	1	0	0	33.3%	50.0%	16.7%	0.0%	0.0%
Reentrants	1	0	2	3	1	33.3%	0.0%	33.3%	50.0%	100.0%
First Time Educators	1	1	3	3	0	33.3%	50.0%	50.0%	50.0%	0.0%
Total Exiting Next Year	4	0	7	1	-	14.8%	0.0%	22.6%	3.3%	-
Transfers Out	1	0	3	0	=	25.0%	0.0%	42.9%	0.0%	=
Leave Tennessee Educ.	3	0	4	1	-	75.0%	0.0%	57.1%	100.0%	-

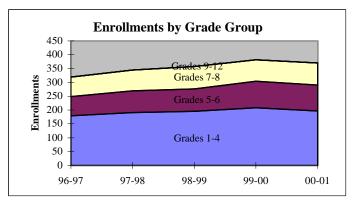
Dynamics Rates	District Rates							
District Attrition	14.8%	0.0%	22.6%	3.3%	-			
Transfers In/Out	1.00	nc	0.33	nc	-			

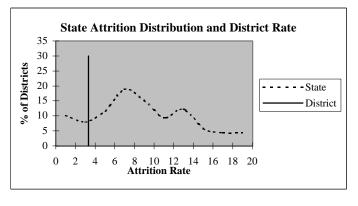
## District Report for: ETOWAH

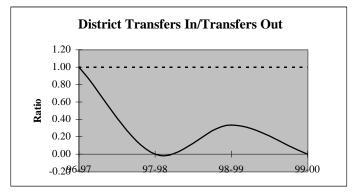
		Dist	rict Count	s		District Percentages				
Profile by Position	1996-97 19	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	27	25	31	30	30	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	3	3	3	2	2	11.1%	12.0%	9.7%	6.7%	6.7%
Professional Staff	2	1	1	2	2	7.4%	4.0%	3.2%	6.7%	6.7%
Total Teachers	22	21	27	26	26	81.5%	84.0%	87.1%	86.7%	86.7%
Special Education	3	3	4	2	2	13.6%	14.3%	14.8%	7.7%	7.7%
Pre-K & Kindergarten	3	1	3	3	2	13.6%	4.8%	11.1%	11.5%	7.7%
Elementary (1-4)	10	9	12	14	14	45.5%	42.9%	44.4%	53.8%	53.8%
Middle School (5-6)	3	4	4	3	4	13.6%	19.0%	14.8%	11.5%	15.4%
Jr. High (7-8)	3	4	4	4	4	13.6%	19.0%	14.8%	15.4%	15.4%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	382	399	416	431	418	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	63	53	57	49	48	16.5%	13.3%	13.7%	11.4%	11.5%
Grades 1-4	179	191	195	208	197	46.9%	47 9%	46 9%	48 3%	47 1%

Total Enrollments	382	399	416	431	418	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	63	53	57	49	48	16.5%	13.3%	13.7%	11.4%	11.5%
Grades 1-4	179	191	195	208	197	46.9%	47.9%	46.9%	48.3%	47.1%
Grades 5-6	70	78	82	96	93	18.3%	19.5%	19.7%	22.3%	22.2%
Grades 7-8	70	76	81	78	80	18.3%	19.0%	19.5%	18.1%	19.1%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	0	1	1	0	0	0.0%	0.3%	0.2%	0.0%	0.0%









District Percentages

**District Counts** 

		Distr	ict Count	LS			Distr	ict Percenta	ages	
Profile by	1996-97 1	997-98 1	998-99 1	1999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	3	3	3	2	2	11.1%	12.0%	9.7%	6.7%	6.7%
White - Females	2	2	2	0	0	66.7%	66.7%	66.7%	0.0%	0.0%
White - Males	1	1	1	2	2	33.3%	33.3%	33.3%	100.0%	100.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	2	1	1	2	2	7.4%	4.0%	3.2%	6.7%	6.7%
White - Females	2	1	1	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	22	21	27	26	26	81.5%	84.0%	87.1%	86.7%	86.7%
White - Females	19	17	23	21	21	86.4%	81.0%	85.2%	80.8%	80.8%
White - Males	3	4	4	5	5	13.6%	19.0%	14.8%	19.2%	19.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A an Distribution		D:at	int Carri	t a	<del></del> 1		Disc.	iot Domanii	200	<del></del> 1
Age Distribution	II	Distr	rict Count	LS		l	Distr	rict Percenta	ages	
The section of the A	1006 07 1		000 00 1	000 00	000.01	1006.07	1007.00	1000.00	1000 00	
Teachers by Age Group	ــــــــــــــــــــــــــــــــــــــ	997-98 1		1999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	0	997-98 1	0	0	0	0.0%	5.0%	0.0%	0.0%	0.0%
Up to 24 25-29	0 3	997-98 1 1 2	0 7	0 4	0	0.0% 14.3%	5.0% 10.0%	0.0% 29.2%	0.0% 19.0%	0.0% 15.0%
Up to 24 25-29 30-34	0	997-98 1 1 2 4	0 7 4	0 4 4	0 3 4	0.0% 14.3% 28.6%	5.0% 10.0% 20.0%	0.0% 29.2% 16.7%	0.0% 19.0% 19.0%	0.0% 15.0% 20.0%
Up to 24 25-29 30-34 35-39	0 3 6 1	997-98 1 2 4 3	0 7 4 2	0 4 4 3	0 3 4 4	0.0% 14.3% 28.6% 4.8%	5.0% 10.0% 20.0% 15.0%	0.0% 29.2% 16.7% 8.3%	0.0% 19.0% 19.0% 14.3%	0.0% 15.0% 20.0% 20.0%
Up to 24 25-29 30-34 35-39 40-45	0 3 6 1 3	997-98 1 2 4 3 2	0 7 4 2 2	0 4 4 3 2	0 3 4 4 2	0.0% 14.3% 28.6% 4.8% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0%	0.0% 29.2% 16.7% 8.3% 8.3%	0.0% 19.0% 19.0% 14.3% 9.5%	0.0% 15.0% 20.0% 20.0% 10.0%
Up to 24 25-29 30-34 35-39 40-45 45-49	0 3 6 1 3 3	997-98 1 2 4 3 2 3	0 7 4 2 2 3	0 4 4 3 2 1	0 3 4 4 2 1	0.0% 14.3% 28.6% 4.8% 14.3% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 3 6 1 3 3 2	997-98 1 2 4 3 2 3 2	0 7 4 2 2 2 3 3	0 4 4 3 2 1 2	0 3 4 4 2 1 2	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0%
Up to 24 25-29 30-34 35-39 40-45 45-49	0 3 6 1 3 3	997-98 1 2 4 3 2 3	0 7 4 2 2 3	0 4 4 3 2 1	0 3 4 4 2 1	0.0% 14.3% 28.6% 4.8% 14.3% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 3 6 1 3 3 2	997-98 1 2 4 3 2 3 2	0 7 4 2 2 2 3 3	0 4 4 3 2 1 2	0 3 4 4 2 1 2	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 3 6 1 3 3 2 3	997-98 1 2 4 3 2 3 2 3	0 7 4 2 2 3 3 3	0 4 4 3 2 1 2 5	0 3 4 4 2 1 2 4	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 3 6 1 3 3 2 3	997-98 1 2 4 3 2 3 2 3 41.6	0 7 4 2 2 3 3 3 3 3 39.7	0 4 4 3 2 1 2 5 41.8	0 3 4 4 2 1 2 4	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0% 10.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5% 12.5% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5% 23.8%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 3 6 1 3 3 2 3 40.6	997-98 1 2 4 3 2 3 2 3 41.6	0 7 4 2 2 3 3 3 3 39.7	0 4 4 3 2 1 2 5 41.8	0 3 4 4 2 1 2 4 41.5	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0% 10.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5% 23.8%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 3 6 1 3 3 2 3 40.6	997-98 1 2 4 3 2 3 2 3 41.6	0 7 4 2 2 3 3 3 3 39.7	0 4 4 3 2 1 2 5 41.8	0 3 4 4 2 1 2 4 41.5	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0% 10.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5% 12.5% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5% 23.8%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 3 6 1 3 3 2 3 40.6	997-98 1 2 4 3 2 3 2 3 41.6	0 7 4 2 2 3 3 3 3 39.7	0 4 4 3 2 1 2 5 41.8	0 3 4 4 2 1 2 4 41.5	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5% 23.8%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0% 20.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 3 6 1 3 3 2 3 40.6	997-98 1 2 4 3 2 3 2 3 41.6	0 7 4 2 2 3 3 3 3 39.7	0 4 4 3 2 1 2 5 41.8	0 3 4 4 2 1 2 4 41.5	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0% 10.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5% 12.5% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5% 23.8%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0% 20.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 3 6 1 3 3 2 3 40.6	997-98 1 2 4 3 2 3 2 3 41.6	0 7 4 2 2 3 3 3 39.7	0 4 4 3 2 1 2 5 41.8	0 3 4 4 2 1 2 4 41.5	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0% 10.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5% 12.5% 12.5% 12.5% 29.6%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5% 23.8%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0% 20.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 3 6 1 3 3 2 3 40.6	997-98 1 2 4 3 2 3 2 3 41.6 Distr 997-98 1 2 7	0 7 4 2 2 3 3 3 3 39.7	0 4 4 3 2 1 2 5 41.8	0 3 4 4 2 1 2 4 41.5	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 14.3% 9.5% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0% 15.0% 10.0% 15.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5% 12.5% 12.5% 12.5% 12.5%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5% 23.8%  1999-00 23.1% 11.5%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0% 20.0% 2000-01 19.2% 15.4%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 3 6 1 3 3 2 3 40.6	997-98 1 2 4 3 2 3 2 3 41.6 Distr 997-98 1 2 7 2	0 7 4 2 2 3 3 3 39.7	0 4 4 3 2 1 2 5 41.8	0 3 4 4 2 1 2 4 41.5	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 14.3% 9.5% 14.3%  14.3%  19.6-97  9.1% 36.4% 9.1%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0% 15.0% 10.0% 15.0% 10.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5% 12.5% 12.5% 12.5% 12.5% 11.1%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5% 23.8%  1999-00 23.1% 11.5% 19.2%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0% 20.0% 20.0%
Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 3 6 1 3 3 2 3 40.6	997-98 1 2 4 3 2 3 2 3 41.6 Distr 997-98 1 2 7 2 4	0 7 4 2 2 3 3 3 3 39.7	0 4 4 3 2 1 2 5 41.8	0 3 4 4 2 1 2 4 41.5	0.0% 14.3% 28.6% 4.8% 14.3% 14.3% 9.5% 14.3%  14.3% 9.5% 14.3%	5.0% 10.0% 20.0% 15.0% 10.0% 15.0% 10.0% 15.0%  10.0% 15.0% 10.0% 15.0%	0.0% 29.2% 16.7% 8.3% 8.3% 12.5% 12.5% 12.5% 12.5% 12.5% 11.1% 7.4%	0.0% 19.0% 19.0% 14.3% 9.5% 4.8% 9.5% 23.8%  1999-00 23.1% 11.5% 19.2% 11.5%	0.0% 15.0% 20.0% 20.0% 10.0% 5.0% 10.0% 20.0% 20.0%

Average Experience

10.5

11.0

11.0

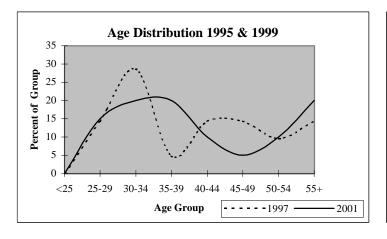
11.3

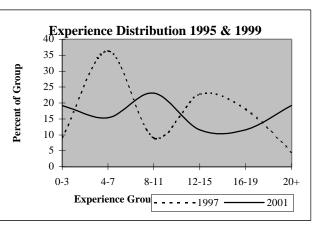
		Dist	rict Counts	S		District Rates					
Attrition	1996-97	997-98 1	998-99 1	999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	4	0	7	1	-	14.8%	0.0%	22.6%	3.3%	-	
Attrition from Transfers	1	0	3	0	-	3.7%	0.0%	9.7%	0.0%	-	
Attrition from Exits	3	0	4	1	-	11.1%	0.0%	12.9%	3.3%	-	
Teacher Attrition	3	0	4	1	-	13.6%	0.0%	14.8%	3.8%	-	
Attrition from Transfers	1	0	3	0	-	4.5%	0.0%	11.1%	0.0%	-	
Attrition from Exits	2	0	1	1	-	9.1%	0.0%	3.7%	3.8%	-	
District Retention											
<b>Educator Retention</b>	23	25	24	29	-	85.2%	100.0%	77.4%	96.7%	-	
Teacher Retention	19	21	23	25	-	86.4%	100.0%	85.2%	96.2%	-	
										Ì	
Teacher Retention			trict Rates				Statewic	de Rates			
5 Year Average Retention	Rate F	Retained T	Transfer A	ttrition		Retained	Transfer	Total	Attrition		

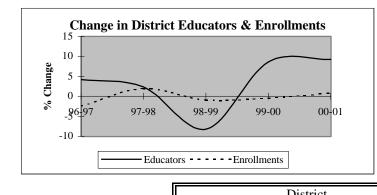
Teacher Retention						
5 Year Average Retention Rate	Retained	Transfer	Attrition			
New Entrants	85.7%	14.3%	0.0%			
1 Year of Experience	80.0%	20.0%	0.0%			
2 Years of Experience	60.0%	20.0%	20.0%			
3 Years of Experience	100.0%	0.0%	0.0%			
4 Years of Experience	75.0%	25.0%	0.0%			
5 Years of Experience	100.0%	0.0%	0.0%			

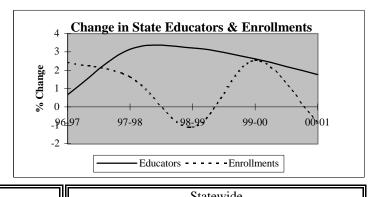
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	6.9%	17.2%	25.8%	20.0%	20.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.9%	10.3%	22.6%	16.7%	10.0%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	3.7%	0.0%	3.2%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.9%	96.0%	80.6%	80.0%	90.0%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	3.3%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.4%	4.0%	16.1%	20.0%	6.7%		8.6%	9.3%	9.4%	11.0%	10.3%









	District 1996-97 1997-98 1998-99 1999-00 2000-0					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	·s										
Student to Educator Ratio	14.4	14.3	15.5	14.2	13.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.0	16.8	18.1	16.7	15.2	19.2	18.8	18.1	18.0	17.6	
Change in Educators	12	7	-25	24	28	-	-	-	-	-	
% Change in Educators	4.2%	2.4%	-8.2%	8.6%	9.2%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-109	83	-42	-20	35	-	-	-	-	-	
% Change in Enrollment:	-2.5%	1.9%	-1.0%	-0.5%	0.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.3%	1.0%	0.7%	0.7%	10.9%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	6.1%	4.9%	6.1%	5.9%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.4%	9.9%	8.2%	9.2%	8.5%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	3.2%	2.8%	3.8%	3.5%	3.3%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	5.6%	6.7%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	61.1%	66.7%	52.9%	50.0%	47.4%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.5	43.3	43.7	44.8	45.3	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.7	13.2	13.1	13.0	13.0	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,550	29,707	30,742	31,377	32,556	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	3.0%	2.5%	3.6%	3.4%	3.1%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	76.9%	75.3%	78.2%	79.0%	77.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.2%	6.2%	6.3%	6.6%	6.7%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	9.8%	na	9.9%	10.1%	10.2%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.1%	1.2%	1.4%	1.2%	1.5%	1.7%	1.6%	1.8%	1.8%	1.8%	

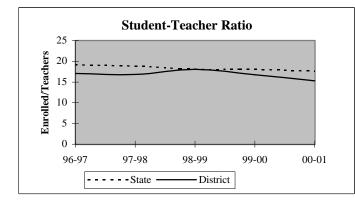
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	297	304	279	303	331	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	271	278	255	262	297		91.2%	91.4%	91.4%	86.5%	89.7%
Newly Hired	26	26	24	41	34		8.8%	8.6%	8.6%	13.5%	10.3%
Transfers In	2	4	3	5	4		7.7%	15.4%	12.5%	12.2%	11.8%
Reentrants	11	10	12	10	15		42.3%	38.5%	50.0%	24.4%	44.1%
First Time Educators	13	12	9	26	15		50.0%	46.2%	37.5%	63.4%	44.1%
Total Exiting Next Year	19	49	17	6	-		6.4%	16.1%	6.1%	2.0%	-
Transfers Out	4	5	1	0	-		21.1%	10.2%	5.9%	0.0%	-
Leave Tennessee Educ.	15	44	16	6	-		78.9%	89.8%	94.1%	100.0%	-

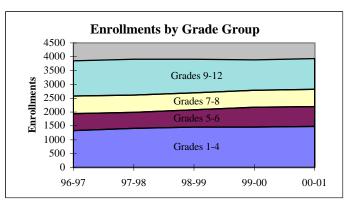
Dynamics Rates		Dis	trict Rates	}	
District Attrition	6.4%	16.1%	6.1%	2.0%	-
Transfers In/Out	0.50	0.80	3.00	nc	-

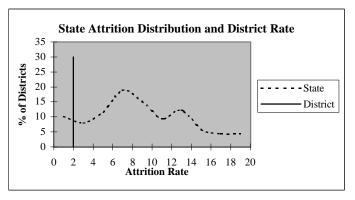
## District Report for: MCNAIRY COUNTY

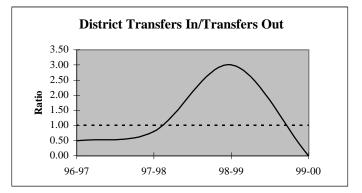
		Dis	trict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	297	304	279	303	331	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	18	15	17	18	19	6.1%	4.9%	6.1%	5.9%	5.7%	
Professional Staff	28	30	23	28	28	9.4%	9.9%	8.2%	9.2%	8.5%	
Total Teachers	251	259	239	257	284	84.5%	85.2%	85.7%	84.8%	85.8%	
Special Education	18	16	15	17	19	7.2%	6.2%	6.3%	6.6%	6.7%	
Pre-K & Kindergarten	14	15	16	17	20	5.6%	5.8%	6.7%	6.6%	7.0%	
Elementary (1-4)	88	91	84	97	93	35.1%	35.1%	35.1%	37.7%	32.7%	
Middle School (5-6)	26	29	28	29	38	10.4%	11.2%	11.7%	11.3%	13.4%	
Jr. High (7-8)	24	24	26	27	27	9.6%	9.3%	10.9%	10.5%	9.5%	
High School (9-12)	81	84	70	70	87	32.3%	32.4%	29.3%	27.2%	30.6%	
Business	3	0	0	1	1	3.7%	0.0%	0.0%	1.4%	1.1%	
Language Arts	10	11	11	9	12	12.3%	13.1%	15.7%	12.9%	13.8%	
Social Studies	8	6	5	8	10	9.9%	7.1%	7.1%	11.4%	11.5%	
Foreign Language	3	3	3	3	2	3.7%	3.6%	4.3%	4.3%	2.3%	
Mathematics	11	9	8	11	10	13.6%	10.7%	11.4%	15.7%	11.5%	
Science	7	8	8	5	6	8.6%	9.5%	11.4%	7.1%	6.9%	
Vocational Education	16	21	17	15	20	19.8%	25.0%	24.3%	21.4%	23.0%	
Other High School	23	26	18	18	26	28.4%	31.0%	25.7%	25.7%	29.9%	
Total Enrollments	4,274	4,357	4,315	4,295	4,330	100.0%	100.0%	100.0%	100.0%	100.0%	
D., V 0 V	264	206	262	262	221	0.50/	0.10/	0.40/	0.40/	7.60	

Total Enrollments	4,274	4,357	4,315	4,295	4,330	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	364	396	362	362	331	8.5%	9.1%	8.4%	8.4%	7.6%
Grades 1-4	1,336	1,417	1,459	1,462	1,477	31.3%	32.5%	33.8%	34.0%	34.1%
Grades 5-6	604	567	629	714	718	14.1%	13.0%	14.6%	16.6%	16.6%
Grades 7-8	634	630	609	607	629	14.8%	14.5%	14.1%	14.1%	14.5%
Grades 9-12	1,277	1,296	1,218	1,099	1,109	29.9%	29.7%	28.2%	25.6%	25.6%
Ungraded	59	51	38	51	66	1.4%	1.2%	0.9%	1.2%	1.5%









**District Counts** 

District Percentages

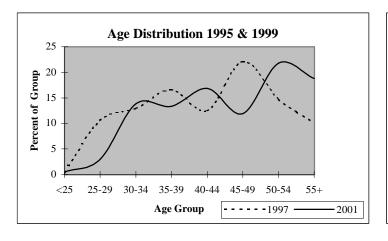
Profile by 1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 1	1999-00 2000-01
Known Race and Gender	
Administrative 18 15 17 18 19 6.4% 5.2% 6.4%	6.3% 6.2%
White - Females 11 10 9 9 9 61.1% 66.7% 52.9%	50.0% 47.4%
White - Males 6 4 8 9 10 33.3% 26.7% 47.1%	50.0% 52.6%
Black - Females 0 0 0 0 0 0.0% 0.0% 0.0%	0.0% 0.0%
Black - Males 1 1 0 0 0 5.6% 6.7% 0.0%	0.0% 0.0%
Other - Females 0 0 0 0 0 0.0% 0.0% 0.0%	0.0% 0.0%
Other - Males 0 0 0 0 0 0.0% 0.0% 0.0%	0.0% 0.0%
Professional Staff 28 30 23 28 27 10.0% 10.4% 8.7%	9.9% 8.8%
White - Females 22 24 17 22 20 78.6% 80.0% 73.9%	78.6% 74.1%
White - Males 5 5 4 4 5 17.9% 16.7% 17.4%	14.3% 18.5%
Black - Females 1 1 2 2 2 3.6% 3.3% 8.7%	7.1% 7.4%
Black - Males 0 0 0 0 0 0.0% 0.0% 0.0%	0.0% 0.0%
Other - Females 0 0 0 0 0 0.0% 0.0% 0.0%	0.0% 0.0%
Other - Males 0 0 0 0 0 0.0% 0.0% 0.0%	0.0% 0.0%
Teachers 235 243 224 238 260 83.6% 84.4% 84.8%	83.8% 85.0%
White - Females 179 182 172 185 202 76.2% 74.9% 76.8%	77.7% 77.7%
White - Males 49 55 44 45 50 20.9% 22.6% 19.6%	18.9% 19.2%
Black - Females 7 6 8 8 8 3.0% 2.5% 3.6%	3.4% 3.1%
Black - Males 0 0 0 0 0 0.0% 0.0% 0.0%	0.0% 0.0%
Other - Females 0 0 0 0 0 0.0% 0.0% 0.0%	0.0% 0.0%
	0.0% 0.0%
Other - Males 0 0 0 0 0 0.0% 0.0% 0.0%	0.070 0.070
Other - Males 0 0 0 0 0 0.0% 0.0% 0.0%	0.070
Age Distribution District Counts District Percentage	ges
Age Distribution District Counts District Percentage	
Age Distribution District Counts District Percentage	ges
Age Distribution       District Counts       District Percentage         Teachers by Age Group       1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 1	ges 1999-00 2000-01
Age Distribution       District Counts       District Percentage         Teachers by Age Group       District Counts       District Percentage         Up to 24       1       1       0       0       1       0.5%       0.5%       0.0%	ges 1999-00 2000-01 0.0% 0.5%
Age Distribution Teachers by Age Group Up to 24 25-29 Teachers by Age Group Up to 24 25-29 Teachers by Age Group Teachers by Age Group District Counts 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 1 1996-97 10.5% 0.5% 0.0% 10.0% 8.0%	ges 1999-00 2000-01 0.0% 0.5% 6.7% 3.0%
Age Distribution         District Counts         District Percentage           Teachers by Age Group         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1998-99 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1998-99 1998-99 1998-99 1998-99 1999-00 2000-01         1996-97 1997-98 1998-99 1998	ges 1999-00 2000-01 0.0% 0.5% 6.7% 3.0% 10.3% 13.9%
Age Distribution         District Counts         District Percentage           Teachers by Age Group         District Counts         District Percentage           Up to 24         1         1         0         0         1         0.5%         0.5%         0.0%           25-29         23         22         16         13         6         10.6%         10.0%         8.0%           30-34         28         23         24         20         28         12.9%         10.5%         12.1%           35-39         36         40         32         27         27         16.6%         18.2%         16.1%	ges 1999-00 2000-01 0.0% 0.5% 6.7% 3.0% 10.3% 13.9% 13.8% 13.4%
Age Distribution Teachers by Age Group Up to 24 1 1 1 0 0 1 1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1 10.5% 0.5% 0.0% 25-29 23 22 16 13 6 10.6% 10.0% 8.0% 30-34 28 23 24 20 28 12.9% 10.5% 12.1% 35-39 36 40 32 27 27 16.6% 18.2% 16.1% 40-45 27 29 28 32 34 12.4% 13.2% 14.1%	ges 1999-00 2000-01 0.0% 0.5% 6.7% 3.0% 10.3% 13.9% 13.8% 13.4% 16.4% 16.8%
Age Distribution Teachers by Age Group Up to 24 1 1 1 0 0 1 1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1997-98 1998-99 1 1996-97 1996-97 1997-98 1998-99 1 1996-97 1996-97 1997-98 1998-99 1 1996-97 1996-97 1997-98 1998-99 1 1996-97 1996-97 1997-98 1998-99 1 1996-97 1996-97 1997-98 1998-99 1 1996-97 1996-97 1997-98 1998-99 1 1996-97 1996-97 1997-98 1998-99 1999-00 1996-97 1997-98 1998-99 1999-00 1996-97 1997-98 1998-99 1999-00 1996-97 1997-98 1998-99 1999-00 1996-97 1997-98 1998-99 1999-00 1996-97 1997-98 1998-99 1999-00 1996-97 1997-98 1998-99 1999-00 1996-97 1997-98 1998-99 1999-00 1998-99 1998-99 1999-00 1998-99 1999-00 1998-99 1999-00 1998-99 1999-00 1998-99 1998-99 1999-00 1998-99 1998-99 1999-00 1998-99 1998-99 1998-99 1998-99 1998-99 1998-99 1998-99 19	ges    1999-00   2000-01     0.0%
District Counts         District Percentage           Teachers by Age Group         District Counts         District Percentage           Up to 24         1         1         0         0         1         0.5%         0.5%         0.0%           25-29         23         22         16         13         6         10.6%         10.0%         8.0%           30-34         28         23         24         20         28         12.9%         10.5%         12.1%           35-39         36         40         32         27         27         16.6%         18.2%         16.1%           40-45         27         29         28         32         34         12.4%         13.2%         14.1%           45-49         48         44         32         30         24         22.1%         20.0%         16.1%           50-54         32         32         38         40         44         14.7%         14.5%         19.1%           55+         22         29         29         33         38         10.1%         13.2%         14.6%	ges  1999-00 2000-01  0.0% 0.5% 6.7% 3.0% 10.3% 13.9% 13.8% 13.4% 16.4% 16.8% 15.4% 11.9% 20.5% 21.8%
Age Distribution Teachers by Age Group Up to 24  1  1  0  0  1  1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   19	ges  1999-00 2000-01  0.0% 0.5% 6.7% 3.0% 10.3% 13.9% 13.8% 13.4% 16.4% 16.8% 15.4% 11.9% 20.5% 21.8%
District Counts         District Percentage           Teachers by Age Group         District Counts         District Percentage           Up to 24         1         1         0         0         1         0.5%         0.5%         0.0%           25-29         23         22         16         13         6         10.6%         10.0%         8.0%           30-34         28         23         24         20         28         12.9%         10.5%         12.1%           35-39         36         40         32         27         27         16.6%         18.2%         16.1%           40-45         27         29         28         32         34         12.4%         13.2%         14.1%           45-49         48         44         32         30         24         22.1%         20.0%         16.1%           50-54         32         32         38         40         44         14.7%         14.5%         19.1%           55+         22         29         29         33         38         10.1%         13.2%         14.6%	ges  1999-00 2000-01  0.0% 0.5% 6.7% 3.0% 10.3% 13.9% 13.8% 13.4% 16.4% 16.8% 15.4% 11.9% 20.5% 21.8%
Age Distribution Teachers by Age Group  Up to 24  1	ges  1999-00 2000-01  0.0% 0.5% 6.7% 3.0% 10.3% 13.9% 13.8% 13.4% 16.4% 16.8% 15.4% 11.9% 20.5% 21.8% 16.9% 18.8%
District Counts         District Percentage           Teachers by Age Group         District Counts         District Percentage           Up to 24         1 1 1 0 0 0 1 0.5% 0.5% 0.5% 0.0%         25-29         23 22 16 13 6 10.6% 10.0% 8.0%           30-34         28 23 24 20 28 12.9% 10.5% 12.1%         35-39         36 40 32 27 27 16.6% 18.2% 16.1%         40-45         27 29 28 32 34 12.4% 13.2% 14.1%         45-49         48 44 32 30 24 22.1% 20.0% 16.1%         50-54         32 32 38 40 44 14.7% 14.5% 19.1%         55-4         32 32 38 40 44 14.7% 14.5% 19.1%         55+         22 29 29 29 33 38 10.1% 13.2% 14.6%           Average Age         District Counts         District Percentage	ges  1999-00 2000-01  0.0% 0.5% 6.7% 3.0% 10.3% 13.9% 13.8% 13.4% 16.4% 16.8% 15.4% 11.9% 20.5% 21.8% 16.9% 18.8%
District Counts	ges  1999-00 2000-01  0.0% 0.5% 6.7% 3.0% 10.3% 13.9% 13.8% 13.4% 16.4% 16.8% 15.4% 11.9% 20.5% 21.8% 16.9% 18.8%  ges  1999-00 2000-01
District Counts	ges    1999-00   2000-01     0.0%
District Counts	ges  1999-00 2000-01  0.0% 0.5% 6.7% 3.0% 10.3% 13.9% 13.8% 13.4% 16.4% 16.8% 15.4% 11.9% 20.5% 21.8% 16.9% 18.8%  ges  1999-00 2000-01  21.0% 22.2% 17.5% 16.2%
District Counts	ges    1999-00   2000-01     0.0%
District Counts	ges    1999-00   2000-01     0.0%
District Counts	ges    1999-00   2000-01     0.0%
District Counts	ges    1999-00   2000-01     0.0%

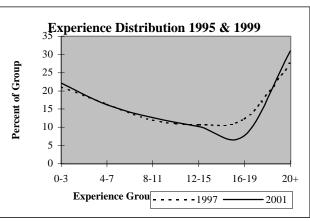
		Dist	rict Counts	S				D	istrict Rate	S	
Attrition	1996-97 19	997-98	998-99 1	999-00 2	000-01	19	96-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	19	49	17	6	-		6.4%	16.1%	6.1%	2.0%	=
Attrition from Transfers	4	5	1	0	-		1.3%	1.6%	0.4%	0.0%	-
Attrition from Exits	15	44	16	6	-		5.1%	14.5%	5.7%	2.0%	=
Teacher Attrition	15	37	17	5	-		6.0%	14.3%	7.1%	1.9%	=
Attrition from Transfers	4	3	1	0	-		1.6%	1.2%	0.4%	0.0%	-
Attrition from Exits	11	34	16	5	-		4.4%	13.1%	6.7%	1.9%	-
District Retention											
<b>Educator Retention</b>	278	255	262	297	-		93.6%	83.9%	93.9%	98.0%	-
Teacher Retention	236	222	222	252	-		94.0%	85.7%	92.9%	98.1%	-

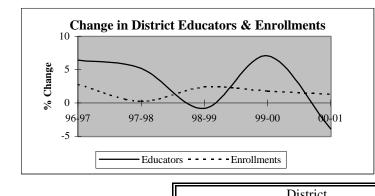
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	90.0%	0.0%	10.0%
1 Year of Experience	86.9%	0.0%	13.1%
2 Years of Experience	87.9%	1.7%	10.3%
3 Years of Experience	89.1%	1.6%	9.4%
4 Years of Experience	90.6%	0.0%	9.4%
5 Years of Experience	91.8%	4.1%	4.1%

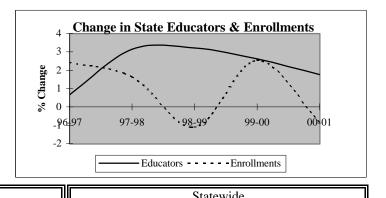
	Statewic	de Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percen	tages				Statev	vide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-	97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	10.0%	11.9%	13.5%	16.8%	19.0%	8.	7%	12.8%	16.1%	18.9%	19.5%
Sex	4.8%	7.3%	7.6%	7.6%	7.6%	4.0	5%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	2.0%	2.3%	2.2%	0.7%	2.7%	1.	1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.6%	90.5%	90.3%	87.1%	88.2%	90.2	2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.3%	0.0%	0.	1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.4%	7.2%	7.5%	11.9%	9.1%	8.0	5%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S	<del></del>	<del></del>	<del></del>	<u></u>						
Student to Educator Ratio	15.6	14.9	15.4	14.6	15.4	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.1	17.2	17.9	16.9	17.7	19.2	18.8	18.1	18.0	17.6	
Change in Educators	14	12	-2	17	-10	-	-	-	-	-	
% Change in Educators	6.5%	5.2%	-0.8%	7.1%	-3.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	98	9	87	66	49	-	-	-	-	-	
% Change in Enrollment:	2.8%	0.2%	2.4%	1.8%	1.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.9%	0.8%	0.0%	1.9%	1.2%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	3.9%	3.7%	5.0%	4.7%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.0%	9.9%	9.1%	8.9%	8.1%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.9%	1.3%	1.3%	1.7%	1.3%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	33.3%	33.3%	16.7%	16.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	39.4	39.4	39.5	40.0	40.9	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.0	10.6	10.7	11.1	11.5	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,208	29,589	31,737	32,440	33,297	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.1%	1.5%	1.6%	1.9%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	70.9%	72.9%	74.4%	74.0%	75.5%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.0%	9.5%	10.6%	9.9%	9.7%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	0.7%	na	1.2%	1.5%	1.8%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.9%	1.5%	0.9%	0.9%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%	

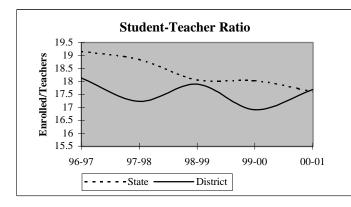
		Dis	strict Cou	nts			•	Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	231	243	241	258	248		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	206	209	214	237	227		89.2%	86.0%	88.8%	91.9%	91.5%
Newly Hired	25	34	27	21	21		10.8%	14.0%	11.2%	8.1%	8.5%
Transfers In	11	9	1	1	3		44.0%	26.5%	3.7%	4.8%	14.3%
Reentrants	2	6	4	5	5		8.0%	17.6%	14.8%	23.8%	23.8%
First Time Educators	12	19	22	15	13		48.0%	55.9%	81.5%	71.4%	61.9%
Total Exiting Next Year	22	29	4	31	-	I	9.5%	11.9%	1.7%	12.0%	-
Transfers Out	8	8	0	6	=		36.4%	27.6%	0.0%	19.4%	=
Leave Tennessee Educ.	14	21	4	25	-		63.6%	72.4%	100.0%	80.6%	-

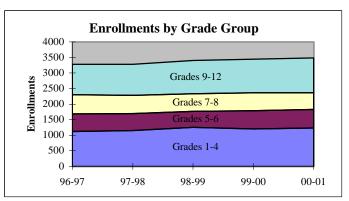
Dynamics Rates		Dis	trict Rate	S	
District Attrition	9.5%	11.9%	1.7%	12.0%	-
Transfers In/Out	1.38	1.13	nc	0.17	-

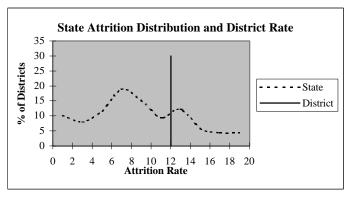
## District Report for: MACON COUNTY

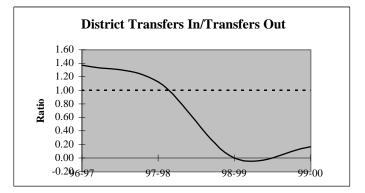
	District Counts							District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01				
Total Educators	231	243	241	258	248	100.0%	100.0%	100.0%	100.0%	100.0%				
Administrators	9	9	12	12	12	3.9%	3.7%	5.0%	4.7%	4.8%				
Professional Staff	23	24	22	23	20	10.0%	9.9%	9.1%	8.9%	8.1%				
Total Teachers	199	210	207	223	216	86.1%	86.4%	85.9%	86.4%	87.1%				
Special Education	16	20	22	22	21	8.0%	9.5%	10.6%	9.9%	9.7%				
Pre-K & Kindergarten	16	15	19	19	20	8.0%	7.1%	9.2%	8.5%	9.3%				
Elementary (1-4)	67	74	69	74	72	33.7%	35.2%	33.3%	33.2%	33.3%				
Middle School (5-6)	23	23	21	22	21	11.6%	11.0%	10.1%	9.9%	9.7%				
Jr. High (7-8)	24	23	28	30	25	12.1%	11.0%	13.5%	13.5%	11.6%				
High School (9-12)	53	55	48	56	57	26.6%	26.2%	23.2%	25.1%	26.4%				
Business	3	2	3	2	3	5.7%	3.6%	6.3%	3.6%	5.3%				
Language Arts	6	4	5	5	6	11.3%	7.3%	10.4%	8.9%	10.5%				
Social Studies	4	4	4	5	5	7.5%	7.3%	8.3%	8.9%	8.8%				
Foreign Language	2	2	1	2	2	3.8%	3.6%	2.1%	3.6%	3.5%				
Mathematics	6	6	7	6	6	11.3%	10.9%	14.6%	10.7%	10.5%				
Science	5	5	4	5	4	9.4%	9.1%	8.3%	8.9%	7.0%				
Vocational Education	18	17	14	17	15	34.0%	30.9%	29.2%	30.4%	26.3%				
Other High School	9	15	10	14	16	17.0%	27.3%	20.8%	25.0%	28.1%				
Total Enrollments	3,609	3,618	3,705	3,771	3,820	100.0%	100.0%	100.0%	100.0%	100.0%				

Total Enrollments	3,609	3,618	3,705	3,771	3,820	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	293	286	297	287	301	8.1%	7.9%	8.0%	7.6%	7.9%
Grades 1-4	1,125	1,150	1,257	1,207	1,237	31.2%	31.8%	33.9%	32.0%	32.4%
Grades 5-6	562	545	512	586	597	15.6%	15.1%	13.8%	15.5%	15.6%
Grades 7-8	614	591	570	577	535	17.0%	16.3%	15.4%	15.3%	14.0%
Grades 9-12	981	992	1,061	1,079	1,119	27.2%	27.4%	28.6%	28.6%	29.3%
Ungraded	34	54	8	35	31	0.9%	1.5%	0.2%	0.9%	0.8%









		Dist	rict Cour	nts		District Percentages				
Profile by	1996-97				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u>  -</u>					<u> </u>	<u> </u>			
Administrative	9	9	12	12	12	4.1%	3.8%	5.3%	5.0%	5.1%
White - Females	3	3	2	2	2	33.3%	33.3%	16.7%	16.7%	16.7%
White - Males	6	6	10	10	10	66.7%	66.7%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	23	24	22	23	20	10.4%	10.3%	9.7%	9.5%	8.5%
White - Females	20	20	19	20	17	87.0%	83.3%	86.4%	87.0%	85.0%
White - Males	3	4	3	3	3	13.0%	16.7%	13.6%	13.0%	15.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	190	201	193	207	202	85.6%	85.9%	85.0%	85.5%	86.3%
White - Females	136	147	147	156	155	71.6%	73.1%	76.2%	75.4%	76.7%
White - Males	52	51	43	47	44	27.4%	25.4%	22.3%	22.7%	21.8%
Black - Females	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	1	1	2	1	0.0%	0.5%	0.5%	1.0%	0.5%
Other - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
Age Distribution		Dist	rict Cour	nts			Distr	rict Percent	ages	
Teachers by Age Group	1996-97			1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	11	12	9	7	2	6.0%	6.4%	5.1%	3.8%	1.1%
25-29	34	36	29	25	24	18.7%	19.3%	16.4%	13.5%	13.6%
30-34	25	25	27	37	34	13.7%	13.4%	15.3%	20.0%	19.2%
35-39	21	25	28	28	29	11.5%	13.4%	15.8%	15.1%	16.4%
40-45	26	18	16	16	14	14.3%	9.6%	9.0%	8.6%	7.9%
45-49	38	37	31	30	27	20.9%	19.8%	17.5%	16.2%	15.3%
50-54	14	20	21	26	34	7.7%	10.7%	11.9%	14.1%	19.2%
55+	13	14	16	16	13	7.1%	7.5%	9.0%	8.6%	7.3%
Average Age	39.4	39.4	39.5	40.0	40.9					
						-				
Experience Distribution			rict Cour					ict Percent		
Teachers by Experience	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	60	62	54	59	57	30.2%	29.5%	26.1%	26.5%	26.4%
4-7 Years	37	49	60	59	41	18.6%	23.3%	29.0%	26.5%	19.0%
8-11 Years	21	20	15	24	37	10.6%	9.5%	7.2%	10.8%	17.1%
12-15 Years	14	14	15	16	15	7.0%	6.7%	7.2%	7.2%	6.9%
16-19 Years	22	17	15	13	9	11.1%	8.1%	7.2%	5.8%	4.2%
20+ Years	45	48	48	52	57	22.6%	22.9%	23.2%	23.3%	26.4%

10.7

11.5

11.1

10.6

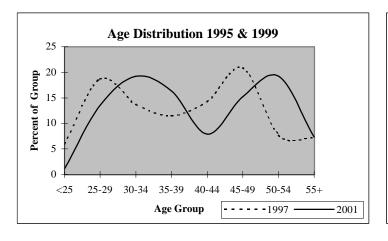
11.0

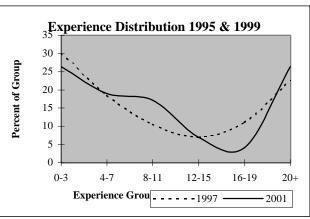
		Dis	strict Cou	nts				D	istrict Rate	es .	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	22	29	4	31	-	ľ	9.5%	11.9%	1.7%	12.0%	-
Attrition from Transfers	8	8	0	6	-		3.5%	3.3%	0.0%	2.3%	-
Attrition from Exits	14	21	4	25	-		6.1%	8.6%	1.7%	9.7%	-
Teacher Attrition	21	24	4	26	-		10.6%	11.4%	1.9%	11.7%	=
Attrition from Transfers	8	7	0	5	-		4.0%	3.3%	0.0%	2.2%	-
Attrition from Exits	13	17	4	21	-		6.5%	8.1%	1.9%	9.4%	-
District Retention											
Educator Retention	209	214	237	227	-		90.5%	88.1%	98.3%	88.0%	-
Teacher Retention	178	186	203	197	-		89.4%	88.6%	98.1%	88.3%	-

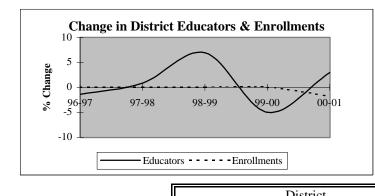
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	75.6%	8.1%	16.3%
1 Year of Experience	83.1%	6.5%	10.4%
2 Years of Experience	91.2%	4.4%	4.4%
3 Years of Experience	92.9%	2.9%	4.3%
4 Years of Experience	94.5%	1.4%	4.1%
5 Years of Experience	96.9%	0.0%	3.1%

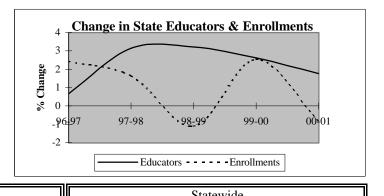
	Statewide Rates												
Retained	Transfer	Total	Attrition										
78.6%	5.3%	83.9%	16.1%										
84.3%	2.9%	87.2%	12.8%										
86.1%	2.7%	88.8%	11.2%										
87.3%	2.2%	89.6%	10.4%										
88.4%	2.1%	90.5%	9.5%										
89.6%	1.8%	91.4%	8.6%										

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	15.4%	21.4%	26.1%	25.6%	25.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	9.1%	13.7%	16.8%	14.3%	12.5%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.9%	1.2%	0.8%	0.4%	2.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.1%	88.1%	88.0%	91.5%	90.3%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.4%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	10.3%	11.2%	8.1%	7.7%		8.6%	9.3%	9.4%	11.0%	10.3%









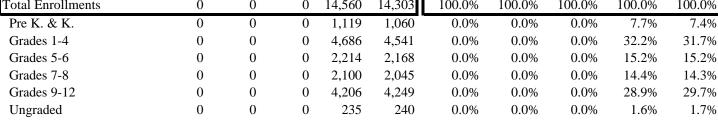
			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	rs					<u> </u>					
Student to Educator Ratio	0.0	0.0	0.0	14.4	13.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	0.0	0.0	0.0	16.9	16.2	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-14	8	69	-53	30	-	-	-	-	-	
% Change in Educators	-1.4%	0.8%	6.9%	-5.0%	3.0%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	0	0	0	14,560	-257	-	-	-	-	-	
% Change in Enrollments	#######	#######	#######	#######	-1.8%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.4%	0.2%	0.4%	0.2%	5.4%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.2%	4.2%	4.1%	3.6%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.0%	11.0%	10.9%	11.1%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	22.2%	23.1%	23.7%	24.5%	24.2%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	33.3%	35.9%	36.6%	34.4%	31.6%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	26.8%	31.0%	29.5%	36.1%	40.9%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.2	44.9	45.6	45.7	46.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.2	15.6	15.8	15.5	15.4	13.8	13.7	13.7	13.4	13.3	
Average Salary	26,432	37,514	38,999	40,119	39,403	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	22.3%	23.4%	23.8%	24.5%	24.4%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	82.2%	81.9%	80.9%	80.5%	80.6%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	12.4%	12.8%	13.6%	13.3%	13.4%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	49.7%	na	52.6%	53.6%	54.6%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.9%	na	1.3%	1.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%	

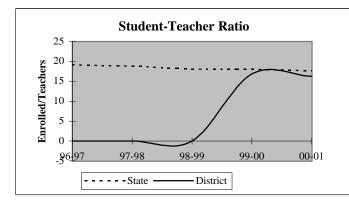
		Dis	strict Cou	nts				Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	987	995	1,064	1,011	1,041		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	921	923	979	920	943		93.3%	92.8%	92.0%	91.0%	90.6%
Newly Hired	66	72	85	91	98		6.7%	7.2%	8.0%	9.0%	9.4%
Transfers In	24	19	26	20	19		36.4%	26.4%	30.6%	22.0%	19.4%
Reentrants	18	27	32	33	35		27.3%	37.5%	37.6%	36.3%	35.7%
First Time Educators	24	26	27	38	44		36.4%	36.1%	31.8%	41.8%	44.9%
Total Exiting Next Year	64	16	144	68	=	I	6.5%	1.6%	13.5%	6.7%	-
Transfers Out	10	4	12	6	=		15.6%	25.0%	8.3%	8.8%	=.
Leave Tennessee Educ.	54	12	132	62	-		84.4%	75.0%	91.7%	91.2%	-

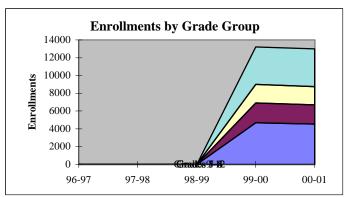
Dynamics Rates	District Rates								
District Attrition	6.5%	1.6%	13.5%	6.7%	-				
Transfers In/Out	2.40	4.75	2.17	3.33	-				

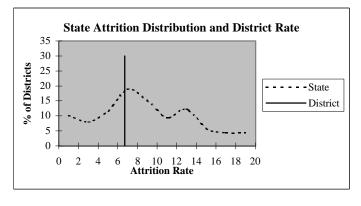
### District Report for: JACKSON-MADISON CO

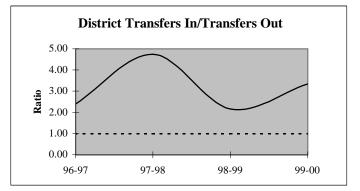
		Dis	trict Coun			Distr	ict Percent	ages	•	
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	987	995	1,064	1,011	1,041	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	41	42	44	36	44	4.2%	4.2%	4.1%	3.6%	4.2%
Professional Staff	99	109	116	112	114	10.0%	11.0%	10.9%	11.1%	11.0%
Total Teachers	847	844	904	863	883	85.8%	84.8%	85.0%	85.4%	84.8%
Special Education	105	108	123	115	118	12.4%	12.8%	13.6%	13.3%	13.4%
Pre-K & Kindergarten	61	58	62	57	55	7.2%	6.9%	6.9%	6.6%	6.2%
Elementary (1-4)	298	295	306	306	310	35.2%	35.0%	33.8%	35.5%	35.1%
Middle School (5-6)	86	84	96	95	104	10.2%	10.0%	10.6%	11.0%	11.8%
Jr. High (7-8)	92	94	95	82	88	10.9%	11.1%	10.5%	9.5%	10.0%
High School (9-12)	205	205	222	208	208	24.2%	24.3%	24.6%	24.1%	23.6%
Business	6	8	10	8	9	2.9%	3.9%	4.5%	3.8%	4.3%
Language Arts	28	30	31	30	30	13.7%	14.6%	14.0%	14.4%	14.4%
Social Studies	26	26	27	26	28	12.7%	12.7%	12.2%	12.5%	13.5%
Foreign Language	11	10	10	9	10	5.4%	4.9%	4.5%	4.3%	4.8%
Mathematics	25	24	28	28	29	12.2%	11.7%	12.6%	13.5%	13.9%
Science	18	18	20	15	19	8.8%	8.8%	9.0%	7.2%	9.1%
Vocational Education	38	37	38	40	36	18.5%	18.0%	17.1%	19.2%	17.3%
Other High School	53	52	58	52	47	25.9%	25.4%	26.1%	25.0%	22.6%
Total Enrollments	0	0	0	14,560	14,303	100.0%	100.0%	100.0%	100.0%	100.0%
D IZ 0 IZ	Λ	Λ	Λ	1 110	1.060	0.00/	0.00/	0.00/	7.70/	7 40/











		Dist	rict Count	ts		District Percentages					
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender	,										
Administrative	39	39	41	32	38	4.3%	4.3%	4.2%	3.5%	4.0%	
White - Females	9	8	8	7	10	23.1%	20.5%	19.5%	21.9%	26.3%	
White - Males	17	17	18	14	16	43.6%	43.6%	43.9%	43.8%	42.1%	
Black - Females	2	4	4	4	5	5.1%	10.3%	9.8%	12.5%	13.2%	
Black - Males	11	10	11	7	7	28.2%	25.6%	26.8%	21.9%	18.4%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	93	102	108	106	109	10.2%	11.1%	11.1%	11.5%	11.5%	
White - Females	66	74	79	76	80	71.0%	72.5%	73.1%	71.7%	73.4%	
White - Males	11	11	9	7	7	11.8%	10.8%	8.3%	6.6%	6.4%	
Black - Females	14	16	19	22	20	15.1%	15.7%	17.6%	20.8%	18.3%	
Black - Males	2	1	1	1	1	2.2%	1.0%	0.9%	0.9%	0.9%	
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%	
Other - Males Teachers	781	775	0 824	780	0 798	0.0% 85.5%	0.0% 84.6%	0.0% 84.7%	0.0% 85.0%	0.0% 84.4%	
White - Females	497	491	515	486	500	63.6%	63.4%	62.5%	62.3%	62.7%	
White - Males	110	103	113	103	103	14.1%	13.3%	13.7%	13.2%	12.9%	
Black - Females	152	155	166	162	165	19.5%	20.0%	20.1%	20.8%	20.7%	
Black - Males	21	25	29	28	29	2.7%	3.2%	3.5%	3.6%	3.6%	
Other - Females	1	1	1	1	1	0.1%	0.1%	0.1%	0.1%	0.1%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Age Distribution			rict Count				Distr	rict Percenta	iges		
Age Distribution Teachers by Age Group	1996-97 1				000-01	1996-97	Distr	ict Percenta	nges 1999-00	2000-01	
•	1996-97 1				000-01	1996-97				2000-01	
Teachers by Age Group		997-98 1	998-99 1	999-00 2			1997-98	1998-99	1999-00		
Teachers by Age Group Up to 24	1 41 66	997-98 1 3 31 57	998-99 1 1	999-00 2 6 16 53	5	0.1%	1997-98	1998-99 0.1%	1999-00	0.7%	
Teachers by Age Group Up to 24 25-29	1 41	997-98 1 3 31 57 100	998-99 1 26 55 103	999-00 2 6 16 53 87	5 19 48 79	0.1% 5.5% 8.9% 13.0%	1997-98 0.4% 4.3%	1998-99 0.1% 3.5% 7.4% 13.8%	1999-00 0.9% 2.3% 7.8% 12.8%	0.7% 2.8% 7.2% 11.8%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 41 66 97 156	997-98 1 3 31 57 100 138	998-99 1 26 55 103 128	999-00 2 6 16 53 87 110	5 19 48 79 106	0.1% 5.5% 8.9% 13.0% 21.0%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2%	0.7% 2.8% 7.2% 11.8% 15.8%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 41 66 97 156 173	997-98 1 3 31 57 100 138 165	998-99 1 26 55 103 128 165	999-00 2 6 16 53 87 110 161	5 19 48 79 106 149	0.1% 5.5% 8.9% 13.0% 21.0% 23.3%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 41 66 97 156 173 137	997-98 1 3 31 57 100 138 165 146	998-99 1 26 55 103 128 165 161	999-00 2 6 16 53 87 110 161 164	5 19 48 79 106 149 170	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6% 24.1%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 41 66 97 156 173	997-98 1 3 31 57 100 138 165	998-99 1 26 55 103 128 165	999-00 2 6 16 53 87 110 161	5 19 48 79 106 149	0.1% 5.5% 8.9% 13.0% 21.0% 23.3%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 41 66 97 156 173 137	997-98 1 3 31 57 100 138 165 146	998-99 1 26 55 103 128 165 161	999-00 2 6 16 53 87 110 161 164	5 19 48 79 106 149 170	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6% 24.1%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 41 66 97 156 173 137 73	997-98 1 3 31 57 100 138 165 146 82	998-99 1 26 55 103 128 165 161 105	999-00 2 6 16 53 87 110 161 164 84	5 19 48 79 106 149 170 95	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6% 24.1%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 41 66 97 156 173 137 73	997-98 1 3 31 57 100 138 165 146 82 44.9	998-99 1 26 55 103 128 165 161 105	999-00 2 6 16 53 87 110 161 164 84 45.7	5 19 48 79 106 149 170 95	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4%	0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2% 11.4%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6% 24.1% 12.3%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 41 66 97 156 173 137 73	997-98 1 3 31 57 100 138 165 146 82 44.9	998-99 1 26 55 103 128 165 161 105 45.6	999-00 2 6 16 53 87 110 161 164 84 45.7	5 19 48 79 106 149 170 95 46.1	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4%	0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2% 11.4%	0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6% 14.1%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6% 24.1% 12.3%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 41 66 97 156 173 137 73 44.2	997-98 1 3 31 57 100 138 165 146 82 44.9 Distr	998-99 1 26 55 103 128 165 161 105 45.6	999-00 2 6 16 53 87 110 161 164 84 45.7	5 19 48 79 106 149 170 95 46.1	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4% 9.8%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2% 11.4% Distr	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6% 14.1%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6% 24.1% 12.3%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3% 14.2%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 41 66 97 156 173 137 73 44.2	997-98 1 3 31 57 100 138 165 146 82 44.9	998-99 1 26 55 103 128 165 161 105 45.6	999-00 2 6 16 53 87 110 161 164 84 45.7	5 19 48 79 106 149 170 95 46.1	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4% 9.8%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2% 11.4% Distr 1997-98 12.8%	0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6% 14.1%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6% 24.1% 12.3% 1999-00 13.0%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3% 14.2%  2000-01 13.5%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 41 66 97 156 173 137 73 44.2	997-98 1 3 31 57 100 138 165 146 82 44.9 Distri-	998-99 1 26 55 103 128 165 161 105 45.6	999-00 2 6 16 53 87 110 161 164 84 45.7	5 19 48 79 106 149 170 95 46.1	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4% 9.8%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2% 11.4% Distr	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6% 14.1%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6% 24.1% 12.3%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3% 14.2%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 41 66 97 156 173 137 73 44.2	997-98 1 3 31 57 100 138 165 146 82 44.9 Distr 997-98 1 108 86	998-99 1 26 55 103 128 165 161 105 45.6 rict Count 998-99 1	999-00 2 6 16 53 87 110 161 164 84 45.7	5 19 48 79 106 149 170 95 46.1	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4% 9.8% 1996-97 13.1% 11.3%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2% 11.4% Distr 1997-98 12.8% 10.2%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6% 14.1%  rict Percenta 1998-99 1 12.9% 10.7%	1999-00 0.9% 2.3% 7.8% 12.8% 16.2% 23.6% 24.1% 12.3% 1999-00 13.0% 12.5%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3% 14.2%  2000-01 13.5% 12.8%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 41 66 97 156 173 137 73 44.2	997-98 1 3 31 57 100 138 165 146 82 44.9 Distr 997-98 1 108 86 100	998-99 1 26 55 103 128 165 161 105 45.6 rict Count 998-99 1 117 97 103	999-00 2 6 16 53 87 110 161 164 84 45.7 ss 999-00 2 108 98	5 19 48 79 106 149 170 95 46.1	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4% 9.8% 1996-97 13.1% 11.3% 13.7%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2% 11.4% Distr 1997-98 12.8% 10.2% 11.8%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6% 14.1%  ict Percenta 1998-99 12.9% 10.7% 11.4%	1999-00   0.9%   2.3%   7.8%   12.8%   16.2%   23.6%   24.1%   12.3%   12.3%   13.0%   12.5%   11.4%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3% 14.2%  2000-01 13.5% 12.8% 11.2%	
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 41 66 97 156 173 137 73 44.2	997-98 1 3 31 57 100 138 165 146 82 44.9 Distr 997-98 1 108 86 100 122	998-99 1 26 55 103 128 165 161 105 45.6 rict Count 998-99 1 117 97 103 132	999-00 2 6 16 53 87 110 161 164 84 45.7 ss 999-00 2 108 98 116	5 19 48 79 106 149 170 95 46.1	0.1% 5.5% 8.9% 13.0% 21.0% 23.3% 18.4% 9.8% 13.1% 11.3% 13.7% 12.4%	1997-98 0.4% 4.3% 7.9% 13.9% 19.1% 22.9% 20.2% 11.4% Distr 1997-98 12.8% 10.2% 11.8% 14.5%	1998-99 0.1% 3.5% 7.4% 13.8% 17.2% 22.2% 21.6% 14.1%  rict Percenta 1998-99 12.9% 10.7% 11.4% 14.6%	1999-00   0.9%   2.3%   7.8%   12.8%   16.2%   23.6%   24.1%   12.3%   1999-00   13.0%   12.5%   11.4%   13.4%	0.7% 2.8% 7.2% 11.8% 15.8% 22.2% 25.3% 14.2%  2000-01  13.5% 12.8% 11.2% 12.9%	

15.2

15.6

15.5

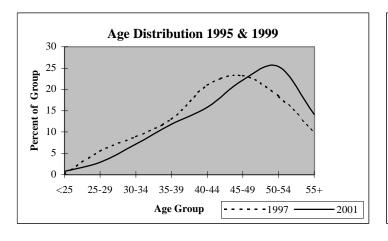
15.4

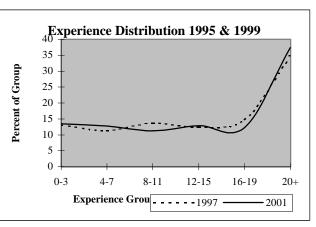
		Dis	strict Cou	nts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	64	16	144	68	-	ĬĹ	6.5%	1.6%	13.5%	6.7%	-
Attrition from Transfers	10	4	12	6	-		1.0%	0.4%	1.1%	0.6%	-
Attrition from Exits	54	12	132	62	-		5.5%	1.2%	12.4%	6.1%	-
Teacher Attrition	60	14	119	60	-	Ш	7.1%	1.7%	13.2%	7.0%	-
Attrition from Transfers	9	4	10	5	-		1.1%	0.5%	1.1%	0.6%	-
Attrition from Exits	51	10	109	55	-		6.0%	1.2%	12.1%	6.4%	-
District Retention											
<b>Educator Retention</b>	923	979	920	943	-		93.5%	98.4%	86.5%	93.3%	-
Teacher Retention	787	830	785	803	-		92.9%	98.3%	86.8%	93.0%	-

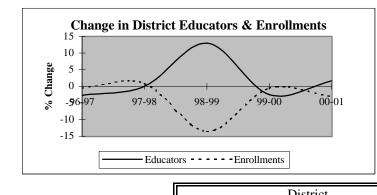
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	77.7%	4.5%	17.8%
1 Year of Experience	82.5%	4.2%	13.3%
2 Years of Experience	92.1%	1.6%	6.3%
3 Years of Experience	88.1%	0.7%	11.2%
4 Years of Experience	89.5%	0.8%	9.7%
5 Years of Experience	93.9%	0.9%	5.3%

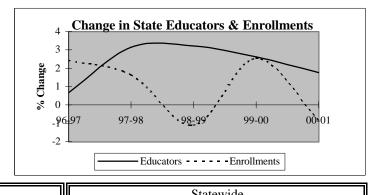
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	7.2%	9.9%	12.1%	17.2%	18.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	5.9%	6.9%	6.6%	7.1%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.3%	0.8%	1.1%	0.3%	1.4%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.2%	93.8%	93.1%	92.5%	90.8%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.1%	0.0%	0.1%	0.1%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.4%	5.4%	5.6%	7.1%	7.8%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	'S									
Student to Educator Ratio	17.0	17.2	13.1	13.4	12.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.8	20.1	15.5	15.7	14.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-8	0	37	-8	5	-	-	-	-	-
% Change in Educators	-2.7%	0.0%	13.0%	-2.5%	1.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-22	42	-662	-26	-130	-	-	-	-	=
% Change in Enrollment:	-0.5%	0.9%	-13.5%	-0.6%	-3.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.4%	0.6%	1.3%	8.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.2%	3.5%	3.4%	3.8%	3.4%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.9%	11.2%	12.1%	11.1%	10.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.0%	4.0%	3.6%	3.4%	3.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	44.4%	50.0%	54.5%	58.3%	54.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.4	43.3	44.0	44.7	45.7	43.3	43.5	43.6	43.7	43.9
Average Experience	14.6	14.9	14.9	15.0	14.8	13.8	13.7	13.7	13.4	13.3
Average Salary	30,335	31,320	32,798	33,318	32,570	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.8%	3.8%	3.5%	3.2%	2.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.0%	78.2%	77.2%	76.4%	77.7%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.8%	9.9%	10.3%	9.4%	9.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.7%	na	5.5%	5.7%	6.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.5%	0.9%	0.5%	1.1%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%

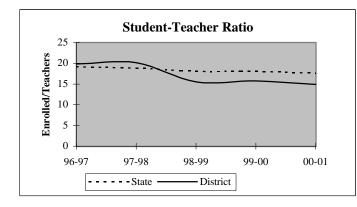
		Dis	strict Cou	nts				Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	285	285	322	314	319		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	263	260	282	278	270		92.3%	91.2%	87.6%	88.5%	84.6%
Newly Hired	22	25	40	36	49		7.7%	8.8%	12.4%	11.5%	15.4%
Transfers In	2	5	7	6	4		9.1%	20.0%	17.5%	16.7%	8.2%
Reentrants	9	9	15	11	22		40.9%	36.0%	37.5%	30.6%	44.9%
First Time Educators	11	11	18	19	23		50.0%	44.0%	45.0%	52.8%	46.9%
Total Exiting Next Year	25	3	44	44	-		8.8%	1.1%	13.7%	14.0%	-
Transfers Out	4	0	9	16	-		16.0%	0.0%	20.5%	36.4%	-
Leave Tennessee Educ.	21	3	35	28	-		84.0%	100.0%	79.5%	63.6%	-

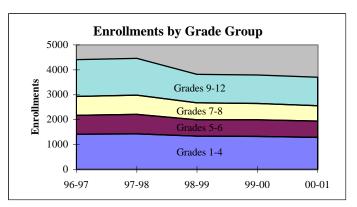
Dynamics Rates		Dis	strict Rate	S	
District Attrition	8.8%	1.1%	13.7%	14.0%	-
Transfers In/Out	0.50	nc	0.78	0.38	-

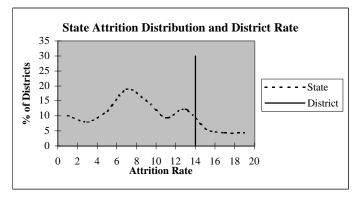
# District Report for: MARION COUNTY

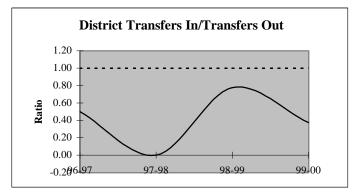
	District Counts District Percentages									
Profile by Position	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	285	285	322	314	319	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	11	12	11	3.2%	3.5%	3.4%	3.8%	3.4%
Professional Staff	31	32	39	35	34	10.9%	11.2%	12.1%	11.1%	10.7%
Total Teachers	245	243	272	267	274	86.0%	85.3%	84.5%	85.0%	85.9%
Special Education	24	24	28	25	26	9.8%	9.9%	10.3%	9.4%	9.5%
Pre-K & Kindergarten	18	19	18	20	20	7.3%	7.8%	6.6%	7.5%	7.3%
Elementary (1-4)	92	82	93	96	100	37.6%	33.7%	34.2%	36.0%	36.5%
Middle School (5-6)	23	27	29	26	30	9.4%	11.1%	10.7%	9.7%	10.9%
Jr. High (7-8)	25	23	25	27	26	10.2%	9.5%	9.2%	10.1%	9.5%
High School (9-12)	63	68	79	73	72	25.7%	28.0%	29.0%	27.3%	26.3%
Business	1	2	2	3	0	1.6%	2.9%	2.5%	4.1%	0.0%
Language Arts	12	8	8	11	10	19.0%	11.8%	10.1%	15.1%	13.9%
Social Studies	6	7	8	8	8	9.5%	10.3%	10.1%	11.0%	11.1%
Foreign Language	3	1	1	3	3	4.8%	1.5%	1.3%	4.1%	4.2%
Mathematics	7	9	10	10	9	11.1%	13.2%	12.7%	13.7%	12.5%
Science	6	7	8	10	10	9.5%	10.3%	10.1%	13.7%	13.9%
Vocational Education	12	15	17	17	17	19.0%	22.1%	21.5%	23.3%	23.6%
Other High School	16	19	25	11	15	25.4%	27.9%	31.6%	15.1%	20.8%

Total Enrollments	4,849	4,891	4,229	4,203	4,073	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	400	390	365	369	324	8.2%	8.0%	8.6%	8.8%	8.0%
Grades 1-4	1,415	1,432	1,342	1,328	1,287	29.2%	29.3%	31.7%	31.6%	31.6%
Grades 5-6	756	775	649	668	651	15.6%	15.8%	15.3%	15.9%	16.0%
Grades 7-8	754	775	687	647	616	15.5%	15.8%	16.2%	15.4%	15.1%
Grades 9-12	1,479	1,474	1,136	1,145	1,144	30.5%	30.1%	26.9%	27.2%	28.1%
Ungraded	45	45	50	46	51	0.9%	0.9%	1.2%	1.1%	1.3%









		Distr	rict Count	S		District Percentages				
Profile by	1996-97 1				000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender					<u></u>	<u> </u>				
Administrative	9	10	11	12	11	3.3%	3.6%	3.6%	4.1%	3.7%
White - Females	4	5	6	7	6	44.4%	50.0%	54.5%	58.3%	54.5%
White - Males	5	5	5	5	5	55.6%	50.0%	45.5%	41.7%	45.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	29	30	36	34	33	10.5%	10.9%	11.7%	11.5%	11.1%
White - Females	23	24	29	28	27	79.3%	80.0%	80.6%	82.4%	81.8%
White - Males	4	4	5	4	4	13.8%	13.3%	13.9%	11.8%	12.1%
Black - Females	2	2	2	2	2	6.9%	6.7%	5.6%	5.9%	6.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	237	236	260	250	252	86.2%	85.5%	84.7%	84.5%	85.1%
White - Females	182	182	197	191	199	76.8%	77.1%	75.8%	76.4%	79.0%
White - Males	46	45	54	51	46	19.4%	19.1%	20.8%	20.4%	18.3%
Black - Females	6	6	6	5	4	2.5%	2.5%	2.3%	2.0%	1.6%
Black - Males	3	3	3	3	3	1.3%	1.3%	1.2%	1.2%	1.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Distr	rict Count	S			Distr	ict Percenta	ages	
Teachers by Age Group	1996-97 1			999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	2	3	3	3	0.4%	0.9%	1.2%	1.3%	1.3%
25-29	25	33	29	23	20	10.7%	14.2%	11.6%	9.7%	8.8%
30-34	25	21	27	25						11.8%
35-39					27	10.7%	9.0%	10.8%	10.5%	11.070
	21	18			27 12	10.7% 9.0%	9.0% 7.7%	10.8% 8.8%	10.5% 7.2%	
40-45	21 54	18 48	22	17	12	9.0%	7.7%	8.8%	7.2%	5.3%
40-45 45-49	54	48	22 39	17 35	12 28	9.0% 23.2%	7.7% 20.6%	8.8% 15.5%	7.2% 14.8%	5.3% 12.3%
45-49	54 44	48 46	22 39 52	17 35 56	12 28 54	9.0% 23.2% 18.9%	7.7% 20.6% 19.7%	8.8% 15.5% 20.7%	7.2% 14.8% 23.6%	5.3% 12.3% 23.7%
	54	48	22 39	17 35	12 28	9.0% 23.2%	7.7% 20.6%	8.8% 15.5%	7.2% 14.8%	5.3% 12.3%
45-49 50-54 55+	54 44 36 27	48 46 37 28	22 39 52 40 39	17 35 56 39 39	12 28 54 35 49	9.0% 23.2% 18.9% 15.5%	7.7% 20.6% 19.7% 15.9%	8.8% 15.5% 20.7% 15.9%	7.2% 14.8% 23.6% 16.5%	5.3% 12.3% 23.7% 15.4%
45-49 50-54	54 44 36	48 46 37	22 39 52 40	17 35 56 39	12 28 54 35	9.0% 23.2% 18.9% 15.5%	7.7% 20.6% 19.7% 15.9%	8.8% 15.5% 20.7% 15.9%	7.2% 14.8% 23.6% 16.5%	5.3% 12.3% 23.7% 15.4%
45-49 50-54 55+	54 44 36 27	48 46 37 28	22 39 52 40 39	17 35 56 39 39	12 28 54 35 49	9.0% 23.2% 18.9% 15.5%	7.7% 20.6% 19.7% 15.9%	8.8% 15.5% 20.7% 15.9%	7.2% 14.8% 23.6% 16.5%	5.3% 12.3% 23.7% 15.4%
45-49 50-54 55+ Average Age	54 44 36 27	48 46 37 28 43.3	22 39 52 40 39 44.0	17 35 56 39 39 44.7	12 28 54 35 49	9.0% 23.2% 18.9% 15.5%	7.7% 20.6% 19.7% 15.9% 12.0%	8.8% 15.5% 20.7% 15.9% 15.5%	7.2% 14.8% 23.6% 16.5% 16.5%	5.3% 12.3% 23.7% 15.4%
45-49 50-54 55+ Average Age Experience Distribution	54 44 36 27 43.4	48 46 37 28 43.3	22 39 52 40 39 44.0	17 35 56 39 39 44.7	12 28 54 35 49 45.7	9.0% 23.2% 18.9% 15.5% 11.6%	7.7% 20.6% 19.7% 15.9% 12.0%	8.8% 15.5% 20.7% 15.9% 15.5%	7.2% 14.8% 23.6% 16.5% 16.5%	5.3% 12.3% 23.7% 15.4% 21.5%
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	54 44 36 27 43.4	48 46 37 28 43.3 Distr	22 39 52 40 39 44.0	17 35 56 39 39 44.7	12 28 54 35 49 45.7	9.0% 23.2% 18.9% 15.5% 11.6%	7.7% 20.6% 19.7% 15.9% 12.0% Distr	8.8% 15.5% 20.7% 15.9% 15.5% ict Percenta	7.2% 14.8% 23.6% 16.5% 16.5%	5.3% 12.3% 23.7% 15.4% 21.5% 2000-01
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	54 44 36 27 43.4 1996-97 1	48 46 37 28 43.3 Distr 997-98 1	22 39 52 40 39 44.0 ict Count 998-99 1	17 35 56 39 39 44.7 s 999-00 2	12 28 54 35 49 45.7	9.0% 23.2% 18.9% 15.5% 11.6% 1996-97	7.7% 20.6% 19.7% 15.9% 12.0% Distr 1997-98	8.8% 15.5% 20.7% 15.9% 15.5% ict Percenta 1998-99	7.2% 14.8% 23.6% 16.5% 16.5% 1999-00	5.3% 12.3% 23.7% 15.4% 21.5% 2000-01 24.2%
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	54 44 36 27 43.4 1996-97 1 44 35	48 46 37 28 43.3 Distr 997-98 1 41 37	22 39 52 40 39 44.0 ict Count 998-99 1 48 46	17 35 56 39 39 44.7 s 999-00 2 54 43	12 28 54 35 49 45.7 000-01 66 33	9.0% 23.2% 18.9% 15.5% 11.6% 1996-97	7.7% 20.6% 19.7% 15.9% 12.0%  Distr 1997-98 16.9% 15.2%	8.8% 15.5% 20.7% 15.9% 15.5% ict Percenta 1998-99 17.6% 16.9%	7.2% 14.8% 23.6% 16.5% 16.5%  1999-00 20.2% 16.1%	5.3% 12.3% 23.7% 15.4% 21.5% 2000-01 24.2% 12.1%
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	54 44 36 27 43.4 1996-97 1 44 35 25	48 46 37 28 43.3 Distr 997-98 1 41 37 23	22 39 52 40 39 44.0 Fict Count 998-99 1 48 46 26	17 35 56 39 39 44.7 s 999-00 2 54 43 24	12 28 54 35 49 45.7 000-01 66 33 26	9.0% 23.2% 18.9% 15.5% 11.6% 1996-97 18.0% 14.3% 10.2%	7.7% 20.6% 19.7% 15.9% 12.0%  Distr 1997-98 16.9% 15.2% 9.5%	8.8% 15.5% 20.7% 15.9% 15.5% ict Percenta 1998-99 17.6% 16.9% 9.6%	7.2% 14.8% 23.6% 16.5% 16.5% 16.5%  20.2% 16.1% 9.0%	5.3% 12.3% 23.7% 15.4% 21.5% 2000-01 24.2% 12.1% 9.5%
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	54 44 36 27 43.4 1996-97 1 44 35 25 17	48 46 37 28 43.3 Distr 997-98 1 41 37 23 17	22 39 52 40 39 44.0 ict Count 998-99 1 48 46 26 18	17 35 56 39 39 44.7 s 999-00 2 54 43 24 17	12 28 54 35 49 45.7 000-01 66 33 26 19	9.0% 23.2% 18.9% 15.5% 11.6% 1996-97 18.0% 14.3% 10.2% 6.9%	7.7% 20.6% 19.7% 15.9% 12.0%  Distr 1997-98 16.9% 15.2% 9.5% 7.0%	8.8% 15.5% 20.7% 15.9% 15.5%  ict Percenta 1998-99 17.6% 16.9% 9.6% 6.6%	7.2% 14.8% 23.6% 16.5% 16.5% 16.5%  1999-00   20.2% 16.1% 9.0% 6.4%	5.3% 12.3% 23.7% 15.4% 21.5% 2000-01 24.2% 12.1% 9.5% 7.0%
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	54 44 36 27 43.4 1996-97 1 44 35 25	48 46 37 28 43.3 Distr 997-98 1 41 37 23	22 39 52 40 39 44.0 Fict Count 998-99 1 48 46 26	17 35 56 39 39 44.7 s 999-00 2 54 43 24	12 28 54 35 49 45.7 000-01 66 33 26	9.0% 23.2% 18.9% 15.5% 11.6% 1996-97 18.0% 14.3% 10.2%	7.7% 20.6% 19.7% 15.9% 12.0%  Distr 1997-98 16.9% 15.2% 9.5%	8.8% 15.5% 20.7% 15.9% 15.5% ict Percenta 1998-99 17.6% 16.9% 9.6%	7.2% 14.8% 23.6% 16.5% 16.5% 16.5%  20.2% 16.1% 9.0%	5.3% 12.3% 23.7% 15.4% 21.5% 2000-01 24.2% 12.1% 9.5%

14.6

14.9

15.0

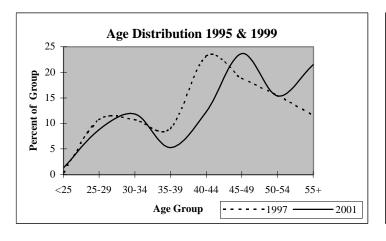
14.8

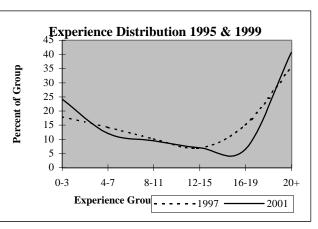
		District Counts						istrict Rate	S	
Attrition	1996-97 19	997-98 19	998-99 19	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	25	3	44	44	-	8.8%	1.1%	13.7%	14.0%	-
Attrition from Transfers	4	0	9	16	-	1.4%	0.0%	2.8%	5.1%	-
Attrition from Exits	21	3	35	28	-	7.4%	1.1%	10.9%	8.9%	-
Teacher Attrition	22	3	38	37	-	9.0%	1.2%	14.0%	13.9%	-
Attrition from Transfers	4	0	8	13	-	1.6%	0.0%	2.9%	4.9%	-
Attrition from Exits	18	3	30	24	-	7.3%	1.2%	11.0%	9.0%	-
District Retention										
<b>Educator Retention</b>	260	282	278	270	-	91.2%	98.9%	86.3%	86.0%	-
Teacher Retention	223	240	234	230	-	91.0%	98.8%	86.0%	86.1%	-

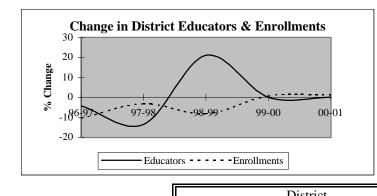
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	75.0%	4.7%	20.3%
1 Year of Experience	84.7%	6.8%	8.5%
2 Years of Experience	82.5%	3.5%	14.0%
3 Years of Experience	79.7%	3.4%	16.9%
4 Years of Experience	90.9%	5.5%	3.6%
5 Years of Experience	80.8%	5.8%	13.5%

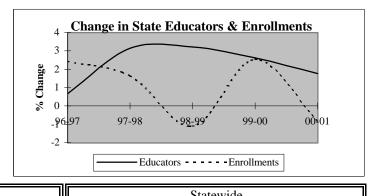
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages			Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.8%	12.6%	18.1%	18.1%	18.9%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	7.4%	11.1%	9.4%	9.3%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.1%	0.4%	1.2%	1.0%	0.6%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.9%	92.6%	86.3%	89.5%	84.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	2.2%	0.0%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.0%	7.0%	10.2%	9.6%	14.4%	8.6%	9.3%	9.4%	11.0%	10.3%









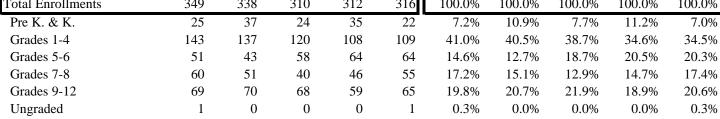
			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	15.9	17.8	13.5	13.6	13.7	16.		15.5	15.5	15.1
Student to Teacher Ratio	17.5	18.8	15.5	15.6	15.8	19.	2 18.8	18.1	18.0	17.6
Change in Educators	-1	-3	4	0	0	-	-	-	-	-
% Change in Educators	-4.3%	-13.6%	21.1%	0.0%	0.0%	0.79	6 3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-41	-11	-28	2	4	-	-	-	=	=
% Change in Enrollments	-10.5%	-3.2%	-8.3%	0.6%	1.3%	2.49	6 1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.0%	0.79	6 0.7%	0.7%	0.7%	6.9%
% Administrative Staff	9.1%	5.3%	8.7%	8.7%	8.7%	4.59	4.5%	4.4%	4.4%	4.3%
% Professional Staff	0.0%	0.0%	4.3%	4.3%	4.3%	9.69	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.19	6 12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.89	6 17.2%	16.7%	17.1%	17.7%
% Female in Admin.	100.0%	100.0%	100.0%	100.0%	100.0%	36.39	6 37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	38.8	36.1	37.4	38.1	38.8	43.	3 43.5	43.6	43.7	43.9
Average Experience	8.7	6.6	7.1	7.5	8.1	13.	8 13.7	13.7	13.4	13.3
Average Salary	29,431	28,155	30,210	32,338	32,454	33,90	7 34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.09	6 12.1%	12.3%	12.5%	12.6%
% Female Teachers	90.0%	88.9%	90.0%	90.0%	85.0%	79.29	6 79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	5.0%	5.6%	5.0%	5.0%	5.0%	10.99	6 10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.6%	na	0.7%	3.3%	3.4%	26.09	6 na	26.5%	27.3%	27.7%
% Special Education	0.3%	0.0%	0.0%	0.0%	0.3%	1.79	6 1.6%	1.8%	1.8%	1.8%

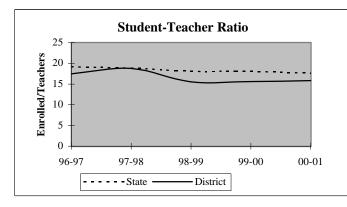
		Dis	trict Cour	nts			Distr	ict Percenta	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	22	19	23	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	17	13	19	19	20	77.3%	68.4%	82.6%	82.6%	87.0%
Newly Hired	5	6	4	4	3	22.7%	31.6%	17.4%	17.4%	13.0%
Transfers In	0	0	0	1	0	0.0%	0.0%	0.0%	25.0%	0.0%
Reentrants	1	1	1	1	0	20.0%	16.7%	25.0%	25.0%	0.0%
First Time Educators	4	5	3	2	3	80.0%	83.3%	75.0%	50.0%	100.0%
Total Exiting Next Year	9	0	4	3	-	40.9%	0.0%	17.4%	13.0%	-
Transfers Out	2	0	3	1	-	22.2%	0.0%	75.0%	33.3%	-
Leave Tennessee Educ.	7	0	1	2	-	77.8%	0.0%	25.0%	66.7%	-

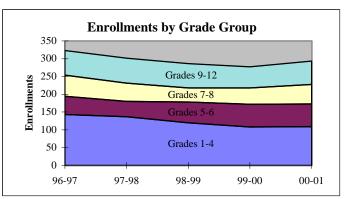
Dynamics Rates		Dis	strict Rate	S	
District Attrition	40.9%	0.0%	17.4%	13.0%	-
Transfers In/Out	0.00	nc	0.00	1.00	-

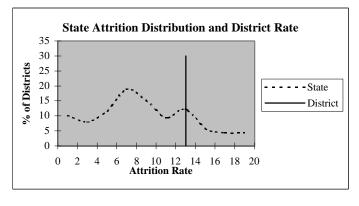
### District Report for: RICHARD CITY

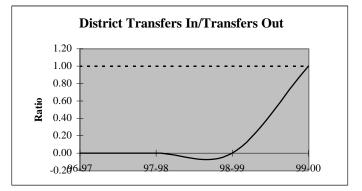
		Dist	rict Counts	s		District Percentages				
Profile by Position	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	22	19	23	23	23	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	2	1	2	2	2	9.1%	5.3%	8.7%	8.7%	8.7%
Professional Staff	0	0	1	1	1	0.0%	0.0%	4.3%	4.3%	4.3%
Total Teachers	20	18	20	20	20	90.9%	94.7%	87.0%	87.0%	87.0%
Special Education	1	1	1	1	1	5.0%	5.6%	5.0%	5.0%	5.0%
Pre-K & Kindergarten	1	2	2	2	1	5.0%	11.1%	10.0%	10.0%	5.0%
Elementary (1-4)	8	5	8	7	7	40.0%	27.8%	40.0%	35.0%	35.0%
Middle School (5-6)	3	3	2	3	2	15.0%	16.7%	10.0%	15.0%	10.0%
Jr. High (7-8)	3	4	3	3	4	15.0%	22.2%	15.0%	15.0%	20.0%
High School (9-12)	4	3	4	4	5	20.0%	16.7%	20.0%	20.0%	25.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	1	1	1	1	0.0%	33.3%	25.0%	25.0%	20.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	1	1	1	0.0%	0.0%	25.0%	25.0%	20.0%
Science	0	1	1	0	0	0.0%	33.3%	25.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	4	1	1	2	3	100.0%	33.3%	25.0%	50.0%	60.0%
Total Enrollments	349	338	310	312	316	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	25	37	24	35	22	7.2%	10.9%	7.7%	11.2%	7.0%











**District Counts** 

District Percentages

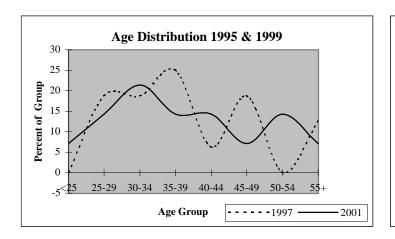
Administrative	Administrative	Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
White - Females	White - Females	Known Race and Gender	<u> </u>		'	<u> </u>						
White   Males	White - Males	Administrative	2	1	2	2	2	9.5%	5.3%	9.1%	9.1%	9.1%
Black - Females	Black - Females	White - Females	2	1	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
Black - Males	Black - Males	White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females         0         0         0         0         0.0% <t< td=""><td>Other - Females         0         0         0         0         0         0.0%         0.0</td><td>Black - Females</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0.0%</td><td>0.0%</td><td>0.0%</td><td>0.0%</td><td>0.0%</td></t<>	Other - Females         0         0         0         0         0         0.0%         0.0	Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	Other - Males         0         0         0         0         0.0%         0.	Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	Professional Staff	Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females	White - Females	Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	White - Males	Professional Staff	0	0	1	1	1	0.0%	0.0%	4.5%	4.5%	4.5%
Black - Females	Black - Females	White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	Black - Males	White - Males	0	0	1	1	1	0.0%	0.0%	100.0%	100.0%	100.0%
Other - Females         0         0         0         0         0.0%         86.4% <t< td=""><td>Other - Females         0         0         0         0         0.0%         86.4%</td><td>Black - Females</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0</td><td>0.0%</td><td>0.0%</td><td>0.0%</td><td>0.0%</td><td>0.0%</td></t<>	Other - Females         0         0         0         0         0.0%         86.4%	Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	Other - Males	Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	Teachers	Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Females         17         16         17         17         16         89.5%         88.9%         89.5%         89.5%         84.2%           White - Males         2         2         2         2         2         3         10.5%         11.1%         10.5%         15.8%           Black - Females         0         0         0         0         0         0.0%         7.1%         2.2         0.0%         1.1.8%         1.1.8%         1.1.8%         1.1.8%         1.1.8%         1.1.8%         1.1.8%	White - Females         17         16         17         17         16         89.5%         89.5%         89.5%         84.2%           White - Males         2         2         2         2         2         3         10.5%         11.1%         10.5%         11.5%         10.5%         115.8%           Black - Females         0         0         0         0         0.0%         0.0	Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	White - Males	Teachers	19	18	19	19	19	90.5%	94.7%	86.4%	86.4%	86.4%
Black - Females	Black - Females	White - Females	17	16	17	17	16	89.5%	88.9%	89.5%	89.5%	84.2%
Black - Males	Black - Males	White - Males	2	2	2	2	3	10.5%	11.1%	10.5%	10.5%	15.8%
Other - Females Other - Males         0         0         0         0         0.0% <td>Other - Females         0         0         0         0         0.0%</td> <td>Black - Females</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0.0%</td> <td>0.0%</td> <td>0.0%</td> <td>0.0%</td> <td>0.0%</td>	Other - Females         0         0         0         0         0.0%	Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males         0         0         0         0         0.0%         0.	Age Distribution         District Counts         District Percentages           Teachers by Age Group         District Counts         District Percentages           Up to 24         0         0         District Counts         District Percentages           25-29         3         4         3         4         2         18.8%         23.5%         17.6%         26.7%         14.3%           30-34         3         2         2         2         3         11.8%         11.8%         11.8%         13.3%         21.4%           35-39         4         3         2         2         2.0         1         1.0%         11.8%         11.8%         20.0%         14.3%           45-49         3         2         2         0         1         18.8%         11.8%         23.5%         20.0%         14.3%           45-49         3         2         2         0         1         18.8%         11.8%         11.8%         0.0%         7.1%           Experience Distribution           Teachers by Experience           0-3 Years         6         8         8	Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
District Counts   District Counts   District Percentages   Distric	District Counts	Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers by Age Group Up to 24  0 2 2 0 1 0.0% 11.8% 11.8% 0.0% 7.1% 25-29 3 4 3 4 2 18.8% 23.5% 17.6% 26.7% 14.3% 30-34 3 2 2 2 2 3 18.8% 11.8% 11.8% 13.3% 21.4% 35-39 4 3 2 3 2 25.0% 17.6% 11.8% 20.0% 14.3% 40-45 1 2 4 3 2 6.3% 11.8% 11.8% 20.0% 14.3% 45-49 3 2 2 0 1 1 88.8% 11.8% 11.8% 10.0% 7.1% 50-54 0 1 1 2 2 0 0 1 18.8% 11.8% 11.8% 0.0% 7.1% 50-54 0 1 1 2 2 0 0 0 1 18.8% 11.8% 11.8% 0.0% 7.1% Average Age 38.8 36.1 37.4 38.1 38.8  Experience Distribution Teachers by Experience 0-3 Years 6 8 8 9 8 30.0% 44.4% 40.0% 45.0% 40.0% 4-7 Years 6 3 5 4 4 30.0% 16.7% 25.0% 20.0% 20.0% 8-11 Years 2 3 2 2 3 10.0% 16.7% 25.0% 20.0% 15.0% 12-15 Years 1 1 1 1 0 5.0% 5.6% 5.0% 5.0% 10.0% 16-19 Years 4 2 2 1 2 20.0% 11.1% 10.0% 5.0% 10.0%	Teachers by Age Group   Teachers by Experience Distribution   Teachers by Experience Distribution   Teachers by Experience Distribution   Teachers by Experience Distribution   Teachers by Experience   Te	Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers by Age Group Up to 24  0 2 2 0 1 0.0% 11.8% 11.8% 0.0% 7.1% 25-29 3 4 3 4 2 18.8% 23.5% 17.6% 26.7% 14.3% 30-34 3 2 2 2 2 3 18.8% 11.8% 11.8% 13.3% 21.4% 35-39 4 3 2 3 2 25.0% 17.6% 11.8% 20.0% 14.3% 40-45 1 2 4 3 2 6.3% 11.8% 11.8% 20.0% 14.3% 45-49 3 2 2 0 1 1 88.8% 11.8% 11.8% 10.0% 7.1% 50-54 0 1 1 2 2 0 0 1 18.8% 11.8% 11.8% 0.0% 7.1% 50-54 0 1 1 2 2 0 0 0 1 18.8% 11.8% 11.8% 0.0% 7.1% Average Age 38.8 36.1 37.4 38.1 38.8  Experience Distribution Teachers by Experience 0-3 Years 6 8 8 9 8 30.0% 44.4% 40.0% 45.0% 40.0% 4-7 Years 6 3 5 4 4 30.0% 16.7% 25.0% 20.0% 20.0% 8-11 Years 2 3 2 2 3 10.0% 16.7% 25.0% 20.0% 15.0% 12-15 Years 1 1 1 1 0 5.0% 5.6% 5.0% 5.0% 10.0% 16-19 Years 4 2 2 1 2 20.0% 11.1% 10.0% 5.0% 10.0%	Teachers by Age Group   Teachers by Experience Distribution   Teachers by Experience Distribution   Teachers by Experience Distribution   Teachers by Experience Distribution   Teachers by Experience   Te											
Teachers by Age Group Up to 24  0 2 2 0 1 0.0% 11.8% 11.8% 0.0% 7.1% 25-29 3 4 3 4 2 18.8% 23.5% 17.6% 26.7% 14.3% 30-34 3 2 2 2 2 3 18.8% 11.8% 11.8% 13.3% 21.4% 35-39 4 3 2 3 2 25.0% 17.6% 11.8% 20.0% 14.3% 40-45 1 2 4 3 2 6.3% 11.8% 11.8% 20.0% 14.3% 45-49 3 2 2 0 1 1 88.8% 11.8% 11.8% 10.0% 7.1% 50-54 0 1 1 2 2 0 0 1 18.8% 11.8% 11.8% 0.0% 7.1% 50-54 0 1 1 2 2 0 0 0 1 18.8% 11.8% 11.8% 0.0% 7.1% Average Age 38.8 36.1 37.4 38.1 38.8  Experience Distribution Teachers by Experience 0-3 Years 6 8 8 9 8 30.0% 44.4% 40.0% 45.0% 40.0% 4-7 Years 6 3 5 4 4 30.0% 16.7% 25.0% 20.0% 20.0% 8-11 Years 2 3 2 2 3 10.0% 16.7% 25.0% 20.0% 15.0% 12-15 Years 1 1 1 1 0 5.0% 5.6% 5.0% 5.0% 10.0% 16-19 Years 4 2 2 1 2 20.0% 11.1% 10.0% 5.0% 10.0%	Teachers by Age Group   Teachers by Experience Distribution   Teachers by Experience Distribution   Teachers by Experience Distribution   Teachers by Experience Distribution   Teachers by Experience   Te											
Up to 24         0         2         2         0         1         0.0%         11.8%         11.8%         0.0%         7.1%           25-29         3         4         3         4         2         18.8%         23.5%         17.6%         26.7%         14.3%           30-34         3         2         2         2         3         18.8%         11.8%         11.8%         13.3%         21.4%           35-39         4         3         2         3         2         25.0%         17.6%         11.8%         20.0%         14.3%           40-45         1         2         4         3         2         6.3%         11.8%         23.5%         20.0%         14.3%           45-49         3         2         2         0         1         18.8%         11.8%         11.8%         0.0%         7.1%           50-54         0         1         1         2         2         0.0%         5.9%         5.9%         13.3%         14.3%           55+         2         1         1         1         12.5%         5.9%         5.9%         5.9%         6.7%         7.1%           Teac	Up to 24  0 2 2 0 1 0.0% 11.8% 11.8% 0.0% 7.1% 25-29 3 4 3 4 3 4 2 18.8% 23.5% 17.6% 26.7% 14.3% 30-34 3 2 2 2 2 3 18.8% 11.8% 11.8% 13.3% 21.4% 35-39 4 3 2 2 3 2 25.0% 17.6% 11.8% 20.0% 14.3% 40-45 1 2 4 3 2 6.3% 11.8% 23.5% 20.0% 14.3% 45-49 3 2 2 0 1 18.8% 11.8% 11.8% 0.0% 7.1% 50-54 0 1 1 2 2 2 0.0% 5.9% 5.9% 5.9% 13.3% 14.3% 55+ 2 1 1 1 1 1 1 12.5% 5.9% 5.9% 5.9% 6.7% 7.1% Average Age 38.8 36.1 37.4 38.1 38.8  Experience Distribution Teachers by Experience    District Counts		1				1	<b></b>				
25-29	25-29   3   4   3   4   2   18.8%   23.5%   17.6%   26.7%   14.3%	Age Distribution										
30-34   3   2   2   2   3   18.8%   11.8%   11.8%   13.3%   21.4%   35-39   4   3   2   3   2   25.0%   17.6%   11.8%   20.0%   14.3%   40-45   1   2   4   3   2   6.3%   11.8%   23.5%   20.0%   14.3%   45-49   3   2   2   0   1   18.8%   11.8%   11.8%   0.0%   7.1%   50-54   0   1   1   2   2   2   0.0%   5.9%   5.9%   13.3%   14.3%   55+   2   1   1   1   1   1   12.5%   5.9%   5.9%   6.7%   7.1%   Average Age   38.8   36.1   37.4   38.1   38.8	30-34   3   2   2   2   3   18.8%   11.8%   11.8%   13.3%   21.4%   35-39   4   3   2   3   2   25.0%   17.6%   11.8%   20.0%   14.3%   40-45   1   2   4   3   2   6.3%   11.8%   23.5%   20.0%   14.3%   45-49   3   2   2   0   1   18.8%   11.8%   11.8%   10.0%   7.1%   50-54   0   1   1   2   2   2   0.0%   5.9%   5.9%   5.9%   13.3%   14.3%   55+   2   1   1   1   1   1   12.5%   5.9%   5.9%   5.9%   6.7%   7.1%   Average Age   38.8   36.1   37.4   38.1   38.8	•	1996-97				2000-01	1996-97				2000-01
35-39	35-39	Teachers by Age Group	<u>  </u>	1997-98	1998-99	1999-00	2000-01		1997-98	1998-99	1999-00	
40-45	40-45	Teachers by Age Group Up to 24	0	1997-98 2	1998-99	1999-00	1	0.0%	1997-98 11.8%	1998-99 11.8%	1999-00	7.1%
A5-49   3   2   2   0   1   18.8%   11.8%   11.8%   0.0%   7.1%	A5-49   3   2   2   0   1   18.8%   11.8%   11.8%   0.0%   7.1%	Teachers by Age Group Up to 24 25-29	0	1997-98 2 4	1998-99 2 3	1999-00 0 4	1 2	0.0% 18.8%	1997-98 11.8% 23.5%	1998-99 11.8% 17.6%	1999-00 0.0% 26.7%	7.1% 14.3%
50-54         0         1         1         2         2         0.0%         5.9%         5.9%         13.3%         14.3%           55+         2         1         1         1         1         12.5%         5.9%         5.9%         5.9%         6.7%         7.1%           Average Age         38.8         36.1         37.4         38.1         38.8         38.8         36.1         37.4         38.1         38.8         38.8         38.8         36.1         37.4         38.1         38.8         39.8         38.8         39.8         39.0%         39.9         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01	50-54         0         1         1         2         2         0.0%         5.9%         5.9%         13.3%         14.3%           55+         2         1         1         1         1         12.5%         5.9%         5.9%         6.7%         7.1%           Average Age         38.8         36.1         37.4         38.1         38.8         38.8         36.1         37.4         38.1         38.8         38.8         38.8         36.1         37.4         38.1         38.8         39.8         30.0%         44.4%         40.0%         45.0%         40.0%         45.0%         40.0%         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9         47.9 </td <td>Teachers by Age Group Up to 24 25-29 30-34</td> <td>0 3 3</td> <td>1997-98 2 4 2</td> <td>1998-99 2 3 2</td> <td>1999-00 0 4 2</td> <td>1 2 3</td> <td>0.0% 18.8% 18.8%</td> <td>1997-98 11.8% 23.5% 11.8%</td> <td>1998-99 11.8% 17.6% 11.8%</td> <td>1999-00 0.0% 26.7% 13.3%</td> <td>7.1% 14.3% 21.4%</td>	Teachers by Age Group Up to 24 25-29 30-34	0 3 3	1997-98 2 4 2	1998-99 2 3 2	1999-00 0 4 2	1 2 3	0.0% 18.8% 18.8%	1997-98 11.8% 23.5% 11.8%	1998-99 11.8% 17.6% 11.8%	1999-00 0.0% 26.7% 13.3%	7.1% 14.3% 21.4%
55+         2         1         1         1         1         12.5%         5.9%         5.9%         6.7%         7.1%           Average Age         38.8         36.1         37.4         38.1         38.8         38.8         36.1         37.4         38.1         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         9         38.8         38.8         9         1995-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-	55+         2         1         1         1         1         12.5%         5.9%         5.9%         6.7%         7.1%           Average Age         38.8         36.1         37.4         38.1         38.8         38.8         36.1         37.4         38.1         38.8         38.8         38.8         36.1         37.4         38.1         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         38.8         39.8         39.9         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1999-00         2000-01         1996-97         1997-98         1999-00         2000-01         1996-97         1997-98         1999-00         2000-01         1996-97         1997-98         1999-00         2000-01         1996-97         1997-98         1999-00         2000-01         1996-97         1997-98         1999-90         2000-01         1996-97         1997-98         1999-90         2000-01         1996-97         1997-98         1999-90         2000-01         1996-97         1997-98         1998-99         1	Teachers by Age Group Up to 24 25-29 30-34 35-39	0 3 3 4	1997-98 2 4 2 3	1998-99 2 3 2 2	1999-00 0 4 2 3	1 2 3 2	0.0% 18.8% 18.8% 25.0%	1997-98 11.8% 23.5% 11.8% 17.6%	1998-99 11.8% 17.6% 11.8% 11.8%	1999-00 0.0% 26.7% 13.3% 20.0%	7.1% 14.3% 21.4% 14.3%
Experience Distribution     District Counts     District Percentages       Teachers by Experience     1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 1999-00 2000-01       0-3 Years     6     8     8     9     8     30.0% 44.4% 40.0% 45.0% 40.0% 4-7 Years     40.0% 45.0% 20.0%	Experience Distribution         District Counts         District Percentages           1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01           0-3 Years         6         8         8         9         8         30.0%         44.4%         40.0%         45.0%         40.0%           4-7 Years         6         3         5         4         4         30.0%         16.7%         25.0%         20.0%         20.0%           8-11 Years         2         3         2         2         3         10.0%         16.7%         10.0%         10.0%         15.0%           12-15 Years         1         1         1         1         0         5.0%         5.6%         5.0%         5.0%         5.0%         10.0%           16-19 Years         4         2         2         1         2         20.0%         11.1%         10.0%         5.0%         5.0%         5.0%         5.0%         10.0%         20.4         20.4         20.4         20.4         20.4         20.4         20.4         20.4         20.4         20.4         20.4         20.4         20.4	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	0 3 3 4 1	2 4 2 3 2	1998-99 2 3 2 2 2 4	1999-00 0 4 2 3 3	1 2 3 2 2	0.0% 18.8% 18.8% 25.0% 6.3%	1997-98 11.8% 23.5% 11.8% 17.6% 11.8%	1998-99 11.8% 17.6% 11.8% 11.8% 23.5%	1999-00 0.0% 26.7% 13.3% 20.0% 20.0%	7.1% 14.3% 21.4% 14.3% 14.3%
Experience Distribution Teachers by Experience  0-3 Years  6  8  8  9  8  30.0%  44.4%  40.0%  45.0%  40.0%  4-7 Years  6  3  5  4  4  30.0%  16.7%  25.0%  20.0%  8-11 Years  2  3  2  3  2  3  10.0%  16.7%  10.0%	Experience Distribution Teachers by Experience    District Counts   District Percentages   1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   1999-00   2000-01	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 3 3 4 1 3	2 4 2 3 2	2 3 2 2 2 4 2	1999-00 0 4 2 3 3 0	1 2 3 2 2 1	0.0% 18.8% 18.8% 25.0% 6.3% 18.8%	1997-98 11.8% 23.5% 11.8% 17.6% 11.8% 11.8%	1998-99 11.8% 17.6% 11.8% 11.8% 23.5% 11.8%	1999-00 0.0% 26.7% 13.3% 20.0% 20.0% 0.0%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1%
Experience Distribution Teachers by Experience  0-3 Years  6  8  8  9  8  30.0%  44.4%  40.0%  45.0%  40.0%  4-7 Years  6  3  5  4  4  30.0%  16.7%  25.0%  20.0%  8-11 Years  2  3  2  3  2  3  10.0%  16.7%  10.0%	Experience Distribution Teachers by Experience    District Counts   District Percentages   1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   1999-00   2000-01	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 3 3 4 1 3 0	2 4 2 3 2 2 1	2 3 2 2 4 2 1	1999-00 0 4 2 3 3 0 2	1 2 3 2 2 1 2	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0%	1997-98 11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9%	1998-99 11.8% 17.6% 11.8% 11.8% 23.5% 11.8% 5.9%	1999-00 0.0% 26.7% 13.3% 20.0% 20.0% 0.0% 13.3%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3%
Teachers by Experience         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01           0-3 Years         6         8         8         9         8         30.0%         44.4%         40.0%         45.0%         40.0%           4-7 Years         6         3         5         4         4         30.0%         16.7%         25.0%         20.0%         20.0%           8-11 Years         2         3         2         2         3         10.0%         16.7%         10.0%         10.0%         15.0%           12-15 Years         1         1         1         1         0         5.0%         5.6%         5.0%         5.0%         0.0%           16-19 Years         4         2         2         1         2         20.0%         11.1%         10.0%         5.0%         5.0%         10.0%	Teachers by Experience         1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   1999-00   2000-01             0-3 Years         6         8         8         9         8         30.0%   44.4%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 3 3 4 1 3 0 2	2 4 2 3 2 2 1	2 3 2 2 4 2 1	1999-00 0 4 2 3 3 0 2 1	1 2 3 2 2 1 2	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0%	1997-98 11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9%	1998-99 11.8% 17.6% 11.8% 11.8% 23.5% 11.8% 5.9%	1999-00 0.0% 26.7% 13.3% 20.0% 20.0% 0.0% 13.3%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3%
Teachers by Experience         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01           0-3 Years         6         8         8         9         8         30.0%         44.4%         40.0%         45.0%         40.0%           4-7 Years         6         3         5         4         4         30.0%         16.7%         25.0%         20.0%         20.0%           8-11 Years         2         3         2         2         3         10.0%         16.7%         10.0%         10.0%         15.0%           12-15 Years         1         1         1         1         0         5.0%         5.6%         5.0%         5.0%         0.0%           16-19 Years         4         2         2         1         2         20.0%         11.1%         10.0%         5.0%         5.0%         10.0%	Teachers by Experience         1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   1999-00   2000-01             0-3 Years         6         8         8         9         8         30.0%   44.4%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 3 3 4 1 3 0 2	2 4 2 3 2 2 1	2 3 2 2 4 2 1	1999-00 0 4 2 3 3 0 2 1	1 2 3 2 2 1 2	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0%	1997-98 11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9%	1998-99 11.8% 17.6% 11.8% 11.8% 23.5% 11.8% 5.9%	1999-00 0.0% 26.7% 13.3% 20.0% 20.0% 0.0% 13.3%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3%
Teachers by Experience         1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00         2000-01           0-3 Years         6         8         8         9         8         30.0%         44.4%         40.0%         45.0%         40.0%           4-7 Years         6         3         5         4         4         30.0%         16.7%         25.0%         20.0%         20.0%           8-11 Years         2         3         2         2         3         10.0%         16.7%         10.0%         10.0%         15.0%           12-15 Years         1         1         1         1         0         5.0%         5.6%         5.0%         5.0%         0.0%           16-19 Years         4         2         2         1         2         20.0%         11.1%         10.0%         5.0%         5.0%         10.0%	Teachers by Experience         1996-97   1997-98   1998-99   1999-00   2000-01   1996-97   1997-98   1998-99   1999-00   2000-01             0-3 Years         6         8         8         9         8         30.0%   44.4%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   44.7   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%   40.0%   45.0%   40.0%	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 3 3 4 1 3 0 2	2 4 2 3 2 2 1	2 3 2 2 4 2 1	1999-00 0 4 2 3 3 0 2 1	1 2 3 2 2 1 2	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0%	1997-98 11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9%	1998-99 11.8% 17.6% 11.8% 11.8% 23.5% 11.8% 5.9%	1999-00 0.0% 26.7% 13.3% 20.0% 20.0% 0.0% 13.3%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3%
0-3 Years       6       8       8       9       8       30.0%       44.4%       40.0%       45.0%       40.0%         4-7 Years       6       3       5       4       4       30.0%       16.7%       25.0%       20.0%       20.0%         8-11 Years       2       3       2       2       3       10.0%       16.7%       10.0%       10.0%       15.0%         12-15 Years       1       1       1       1       0       5.0%       5.6%       5.0%       5.0%       0.0%         16-19 Years       4       2       2       1       2       20.0%       11.1%       10.0%       5.0%       10.0%	0-3 Years       6       8       8       9       8       30.0%       44.4%       40.0%       45.0%       40.0%         4-7 Years       6       3       5       4       4       30.0%       16.7%       25.0%       20.0%       20.0%         8-11 Years       2       3       2       2       3       10.0%       16.7%       10.0%       10.0%       15.0%         12-15 Years       1       1       1       1       0       5.0%       5.6%       5.0%       5.0%       0.0%         16-19 Years       4       2       2       1       2       20.0%       11.1%       10.0%       5.0%       10.0%         20+ Years       1       1       2       3       3       5.0%       5.6%       10.0%       15.0%       15.0%	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 3 3 4 1 3 0 2	1997-98 2 4 2 3 2 2 1 1 36.1	1998-99 2 3 2 2 4 2 1 1 37.4	1999-00 0 4 2 3 3 0 2 1 38.1	1 2 3 2 2 1 2	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0%	11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9% 5.9%	1998-99 11.8% 17.6% 11.8% 11.8% 23.5% 11.8% 5.9% 5.9%	1999-00 0.0% 26.7% 13.3% 20.0% 20.0% 0.0% 13.3% 6.7%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3%
4-7 Years       6       3       5       4       4       30.0%       16.7%       25.0%       20.0%       20.0%         8-11 Years       2       3       2       2       3       10.0%       16.7%       10.0%       10.0%       15.0%         12-15 Years       1       1       1       1       0       5.0%       5.6%       5.0%       5.0%       0.0%         16-19 Years       4       2       2       1       2       20.0%       11.1%       10.0%       5.0%       10.0%	4-7 Years       6       3       5       4       4       30.0%       16.7%       25.0%       20.0%       20.0%         8-11 Years       2       3       2       2       3       10.0%       16.7%       10.0%       10.0%       15.0%         12-15 Years       1       1       1       1       0       5.0%       5.6%       5.0%       5.0%       0.0%         16-19 Years       4       2       2       1       2       20.0%       11.1%       10.0%       5.0%       10.0%         20+ Years       1       1       2       3       3       5.0%       5.6%       10.0%       15.0%       15.0%	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 3 3 4 1 3 0 2 38.8	1997-98 2 4 2 3 2 2 1 1 36.1	1998-99 2 3 2 2 4 2 1 1 37.4	1999-00 0 4 2 3 3 0 2 1 38.1	1 2 3 2 2 1 2 1 38.8	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0% 12.5%	1997-98 11.8% 23.5% 11.8% 17.6% 11.8% 5.9% 5.9%	1998-99 11.8% 17.6% 11.8% 11.8% 23.5% 11.8% 5.9% 5.9%	1999-00 0.0% 26.7% 13.3% 20.0% 20.0% 0.0% 13.3% 6.7%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3% 7.1%
8-11 Years 2 3 2 2 3 10.0% 16.7% 10.0% 10.0% 15.0% 12-15 Years 1 1 1 1 0 5.0% 5.6% 5.0% 5.0% 0.0% 16-19 Years 4 2 2 1 2 20.0% 11.1% 10.0% 5.0% 10.0%	8-11 Years 2 3 2 2 3 10.0% 16.7% 10.0% 10.0% 15.0% 12-15 Years 1 1 1 1 0 5.0% 5.6% 5.0% 5.0% 0.0% 16-19 Years 4 2 2 1 2 20.0% 11.1% 10.0% 5.0% 10.0% 20+ Years 1 1 2 3 3 5.0% 5.6% 10.0% 15.0%	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 3 3 4 1 3 0 2 38.8	1997-98 2 4 2 3 2 2 1 1 36.1 Di:	1998-99 2 3 2 2 4 2 1 1 37.4 strict Cour	1999-00 0 4 2 3 3 0 2 1 38.1	1 2 3 2 2 1 2 1 38.8	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0% 12.5%	1997-98 11.8% 23.5% 11.8% 17.6% 11.8% 5.9% 5.9% Distr	1998-99 11.8% 17.6% 11.8% 11.8% 23.5% 11.8% 5.9% 5.9%	1999-00  0.0% 26.7% 13.3% 20.0% 0.0% 13.3% 6.7%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3% 7.1%
12-15 Years 1 1 1 1 0 5.0% 5.6% 5.0% 5.0% 0.0% 16-19 Years 4 2 2 1 2 20.0% 11.1% 10.0% 5.0% 10.0%	12-15 Years 1 1 1 1 0 5.0% 5.6% 5.0% 5.0% 0.0% 16-19 Years 4 2 2 1 2 20.0% 11.1% 10.0% 5.0% 10.0% 20+ Years 1 1 2 3 3 5.0% 5.6% 10.0% 15.0%	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 3 3 4 1 3 0 2 38.8	1997-98 2 4 2 3 2 2 1 1 36.1 Di 1997-98	1998-99 2 3 2 2 4 2 1 1 37.4 strict Cour 1998-99	1999-00 0 4 2 3 3 0 2 1 38.1	1 2 3 2 2 1 2 1 38.8	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0% 12.5%	11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9% 5.9% 5.9%  Distr 1997-98	1998-99 11.8% 17.6% 11.8% 23.5% 11.8% 5.9% 5.9% 5.9%	1999-00  0.0% 26.7% 13.3% 20.0% 0.0% 13.3% 6.7%  ages 1999-00 45.0%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3% 7.1%  2000-01 40.0%
16-19 Years 4 2 2 1 2 20.0% 11.1% 10.0% 5.0% 10.0%	16-19 Years 4 2 2 1 2 20.0% 11.1% 10.0% 5.0% 10.0% 20+ Years 1 1 2 3 3 5.0% 5.6% 10.0% 15.0% 15.0%	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 3 3 4 1 3 0 2 38.8	1997-98 2 4 2 3 2 2 2 1 1 36.1 Di 1997-98	1998-99 2 3 2 2 4 2 1 1 37.4 strict Cour 1998-99	1999-00 0 4 2 3 3 0 2 1 38.1	1 2 3 2 2 1 2 1 38.8	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0% 12.5%  1996-97 30.0% 30.0%	11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9% 5.9% Distr 1997-98	11.8% 17.6% 11.8% 11.8% 23.5% 11.8% 5.9% 5.9% ict Percenta 1998-99 40.0% 25.0%	1999-00  0.0% 26.7% 13.3% 20.0% 20.0% 0.0% 13.3% 6.7%  ages 1999-00  45.0% 20.0%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3% 7.1%  2000-01 40.0% 20.0%
	20+ Years 1 1 2 3 3 5.0% 5.6% 10.0% 15.0% 15.0%	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 3 3 4 1 3 0 2 38.8	1997-98 2 4 2 3 2 2 2 1 1 36.1 Di 1997-98 8 3 3	1998-99 2 3 2 2 4 2 1 1 37.4 strict Cour 1998-99 8 5 2	1999-00 0 4 2 3 3 0 2 1 38.1 1999-00 9 4 2	1 2 3 2 2 1 2 1 38.8	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0% 12.5%  1996-97 30.0% 30.0% 10.0%	11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9% 5.9% Distr 1997-98 44.4% 16.7% 16.7%	11.8% 17.6% 11.8% 13.5% 11.8% 5.9% 5.9% ict Percenta 1998-99 40.0% 25.0% 10.0%	1999-00  0.0% 26.7% 13.3% 20.0% 20.0% 13.3% 6.7%  ages 1999-00  45.0% 20.0% 10.0%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3% 7.1%  2000-01 40.0% 20.0% 15.0%
/U+ 18/41S		Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 3 3 4 1 3 0 2 38.8	1997-98 2 4 2 3 2 2 2 1 1 36.1 Di 1997-98 8 3 3	1998-99 2 3 2 2 4 2 1 37.4 strict Cour 1998-99 8 5 2 1	1999-00 0 4 2 3 3 0 2 1 38.1	1 2 3 2 2 1 2 1 38.8 2 2000-01	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0% 12.5%  1996-97 30.0% 30.0% 10.0% 5.0%	1997-98 11.8% 23.5% 11.8% 17.6% 11.8% 5.9% 5.9% Distr 1997-98 44.4% 16.7% 16.7% 5.6%	11.8% 17.6% 11.8% 13.5% 11.8% 5.9% 5.9% 40.0% 25.0% 10.0% 5.0%	1999-00  0.0% 26.7% 13.3% 20.0% 0.0% 13.3% 6.7%  1999-00  45.0% 20.0% 10.0% 5.0%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3% 7.1%  2000-01 40.0% 20.0% 15.0% 0.0%
	Average Experience 8.7 6.6 7.1 7.5 8.1	Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	0 3 3 4 1 3 0 2 38.8	1997-98 2 4 2 3 2 2 1 1 36.1 Di 1997-98 8 3 3 1 2	1998-99 2 3 2 2 4 2 1 1 37.4 strict Cour 1998-99 8 5 2 1 2	1999-00 0 4 2 3 3 0 2 1 38.1 1999-00 9 4 2 1 1	1 2 3 2 2 1 2 1 38.8 2000-01 8 4 3 0 2	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0% 12.5%  1996-97 30.0% 30.0% 5.0% 20.0%	11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9% 5.9%  Distr 1997-98 44.4% 16.7% 16.7% 5.6% 11.1%	1998-99 11.8% 17.6% 11.8% 13.5% 11.8% 5.9% 5.9% 40.0% 25.0% 10.0% 5.0% 10.0%	1999-00  0.0% 26.7% 13.3% 20.0% 20.0% 0.0% 13.3% 6.7%  1999-00  45.0% 20.0% 10.0% 5.0% 5.0%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3% 7.1%  2000-01 40.0% 20.0% 15.0% 0.0% 10.0%
Average Experience 8.7 6.6 7.1 7.5 8.1		Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years 20+ Years	0 3 3 4 1 3 0 2 38.8 1996-97	1997-98 2 4 2 3 2 2 2 1 36.1 Di 1997-98 8 3 1 2 1	1998-99 2 3 2 2 4 2 1 37.4 strict Cour 1998-99 8 5 2 1 2 2	1999-00 0 4 2 3 3 0 2 1 38.1 1999-00 9 4 2 1 1 3	1 2 3 2 2 1 2 1 38.8 2000-01 8 4 3 0 2 3	0.0% 18.8% 18.8% 25.0% 6.3% 18.8% 0.0% 12.5%  1996-97 30.0% 30.0% 5.0% 20.0%	11.8% 23.5% 11.8% 17.6% 11.8% 11.8% 5.9% 5.9%  Distr 1997-98 44.4% 16.7% 16.7% 5.6% 11.1%	1998-99 11.8% 17.6% 11.8% 13.5% 11.8% 5.9% 5.9% 40.0% 25.0% 10.0% 5.0% 10.0%	1999-00  0.0% 26.7% 13.3% 20.0% 20.0% 0.0% 13.3% 6.7%  1999-00  45.0% 20.0% 10.0% 5.0% 5.0%	7.1% 14.3% 21.4% 14.3% 14.3% 7.1% 14.3% 7.1%  2000-01 40.0% 20.0% 15.0% 0.0% 10.0%

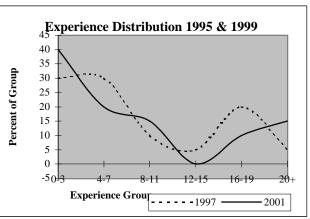
		Dis	trict Cour	nts			D	istrict Rate	S	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	9	0	4	3	-	40.9%	0.0%	17.4%	13.0%	-
Attrition from Transfers	2	0	3	1	-	9.1%	0.0%	13.0%	4.3%	-
Attrition from Exits	7	0	1	2	-	31.8%	0.0%	4.3%	8.7%	-
Teacher Attrition	8	0	4	3	-	40.0%	0.0%	20.0%	15.0%	-
Attrition from Transfers	1	0	3	1	-	5.0%	0.0%	15.0%	5.0%	-
Attrition from Exits	7	0	1	2	-	35.0%	0.0%	5.0%	10.0%	-
District Retention										
<b>Educator Retention</b>	13	19	19	20	-	59.1%	100.0%	82.6%	87.0%	-
Teacher Retention	12	18	16	17	-	60.0%	100.0%	80.0%	85.0%	-
					-					•
Teacher Retention		Di	strict Rate	es			Statewic	le Rates		
5 37 A D	n .		т с	A **		D	TT C	TD ( 1	A *.*	

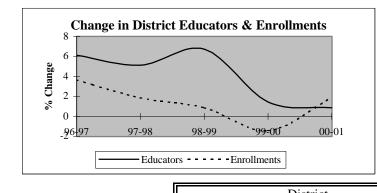
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	57.1%	7.1%	35.7%
1 Year of Experience	72.7%	9.1%	18.2%
2 Years of Experience	62.5%	25.0%	12.5%
3 Years of Experience	100.0%	0.0%	0.0%
4 Years of Experience	83.3%	0.0%	16.7%
5 Years of Experience	100.0%	0.0%	0.0%

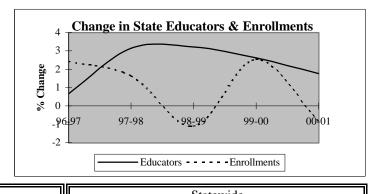
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ct Percent	ages				Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	11.5%	22.6%	32.1%	21.7%	21.7%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.8%	16.1%	21.4%	17.4%	13.0%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.0%	0.0%	4.3%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	77.3%	68.4%	82.6%	82.6%	82.6%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	22.7%	31.6%	17.4%	13.0%	17.4%		8.6%	9.3%	9.4%	11.0%	10.3%









<u>l</u> l			District			<u> </u>		Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators	s					·				
Student to Educator Ratio	15.7	15.2	14.4	14.0	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.5	17.8	16.7	16.3	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	18	16	22	5	3	-	-	-	-	-
% Change in Educators	6.1%	5.1%	6.7%	1.4%	0.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	172	91	42	-74	93	-	-	-	=	-
% Change in Enrollment	3.6%	1.9%	0.8%	-1.5%	1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.0%	0.6%	0.6%	1.7%	6.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.8%	4.3%	4.3%	4.8%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.3%	10.4%	9.7%	9.6%	8.9%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	5.3%	3.8%	5.6%	5.5%	5.5%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	13.3%	7.1%	6.7%	5.9%	6.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	40.0%	35.7%	40.0%	47.1%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.9	41.7	42.0	41.4	42.0	43.3	43.5	43.6	43.7	43.9
Average Experience	12.2	12.7	12.5	12.6	13.0	13.8	13.7	13.7	13.4	13.3
Average Salary	30,929	31,985	33,138	34,744	35,215	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.3%	3.0%	4.8%	4.8%	4.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	77.4%	78.6%	79.1%	78.3%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.2%	11.4%	11.0%	10.9%	10.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	10.5%	na	10.2%	10.7%	11.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.3%	1.9%	0.7%	1.5%	1.8%	1.7%	1.6%	1.8%	1.8%	1.8%

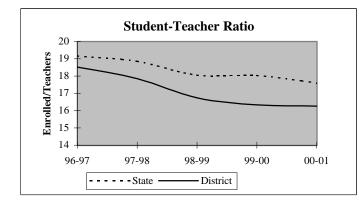
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	312	328	350	355	358		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	267	288	309	315	327		85.6%	87.8%	88.3%	88.7%	91.3%
Newly Hired	45	40	41	40	31		14.4%	12.2%	11.7%	11.3%	8.7%
Transfers In	3	7	4	5	1		6.7%	17.5%	9.8%	12.5%	3.2%
Reentrants	9	16	15	11	13		20.0%	40.0%	36.6%	27.5%	41.9%
First Time Educators	33	17	22	24	17		73.3%	42.5%	53.7%	60.0%	54.8%
Total Exiting Next Year	24	19	35	28	-		7.7%	5.8%	10.0%	7.9%	-
Transfers Out	9	9	9	7	=		37.5%	47.4%	25.7%	25.0%	=
Leave Tennessee Educ.	15	10	26	21	-		62.5%	52.6%	74.3%	75.0%	-

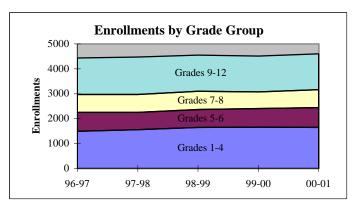
Dynamics Rates	District Rates						
District Attrition	7.7%	5.8%	10.0%	7.9%	-		
Transfers In/Out	0.33	0.78	0.44	0.71	-		

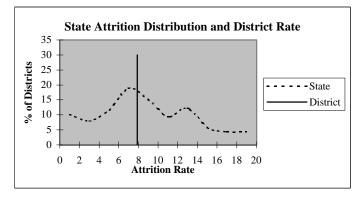
## District Report for: MARSHALL COUNTY

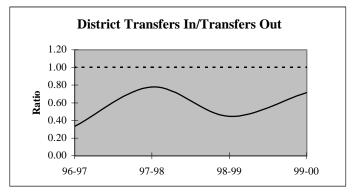
	District Counts					District Percentages				
Profile by Position	1996-97 19	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	312	328	350	355	358	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	15	14	15	17	15	4.8%	4.3%	4.3%	4.8%	4.2%
Professional Staff	32	34	34	34	32	10.3%	10.4%	9.7%	9.6%	8.9%
Total Teachers	265	280	301	304	311	84.9%	85.4%	86.0%	85.6%	86.9%
Special Education	27	32	33	33	32	10.2%	11.4%	11.0%	10.9%	10.3%
Pre-K & Kindergarten	16	20	22	20	21	6.0%	7.1%	7.3%	6.6%	6.8%
Elementary (1-4)	91	94	103	106	114	34.3%	33.6%	34.2%	34.9%	36.7%
Middle School (5-6)	33	30	30	31	31	12.5%	10.7%	10.0%	10.2%	10.0%
Jr. High (7-8)	28	28	30	27	30	10.6%	10.0%	10.0%	8.9%	9.6%
High School (9-12)	70	76	83	87	83	26.4%	27.1%	27.6%	28.6%	26.7%
Business	3	4	5	5	4	4.3%	5.3%	6.0%	5.7%	4.8%
Language Arts	11	8	10	10	11	15.7%	10.5%	12.0%	11.5%	13.3%
Social Studies	9	8	8	10	10	12.9%	10.5%	9.6%	11.5%	12.0%
Foreign Language	2	3	4	4	3	2.9%	3.9%	4.8%	4.6%	3.6%
Mathematics	9	11	11	10	14	12.9%	14.5%	13.3%	11.5%	16.9%
Science	4	7	7	7	8	5.7%	9.2%	8.4%	8.0%	9.6%
Vocational Education	16	17	18	18	16	22.9%	22.4%	21.7%	20.7%	19.3%
Other High School	16	18	20	23	17	22.9%	23.7%	24.1%	26.4%	20.5%

Total Enrollments	4,905	4,996	5,038	4,964	5,057	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	389	424	378	374	366	7.9%	8.5%	7.5%	7.5%	7.2%
Grades 1-4	1,497	1,552	1,641	1,664	1,642	30.5%	31.1%	32.6%	33.5%	32.5%
Grades 5-6	749	702	722	742	801	15.3%	14.1%	14.3%	14.9%	15.8%
Grades 7-8	721	712	733	663	715	14.7%	14.3%	14.5%	13.4%	14.1%
Grades 9-12	1,462	1,512	1,460	1,448	1,444	29.8%	30.3%	29.0%	29.2%	28.6%
Ungraded	87	94	104	73	89	1.8%	1.9%	2.1%	1.5%	1.8%









	District Counts					District Percentages				
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>		·	<u> </u>		<u>,                                      </u>	<u> </u>	·	<u> </u>	<u>'</u>
Administrative	15	14	15	17	15	5.0%	4.4%	4.4%	4.9%	4.4%
White - Females	4	4	5	7	4	26.7%	28.6%	33.3%	41.2%	26.7%
White - Males	9	9	9	9	10	60.0%	64.3%	60.0%	52.9%	66.7%
Black - Females	2	1	1	1	1	13.3%	7.1%	6.7%	5.9%	6.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	32	34	34	34	32	10.6%	10.7%	10.0%	9.9%	9.3%
White - Females	27	28	27	27	25	84.4%	82.4%	79.4%	79.4%	78.1%
White - Males	2	3	3	3	3	6.3%	8.8%	8.8%	8.8%	9.4%
Black - Females	2	2	3	3	3	6.3%	5.9%	8.8%	8.8%	9.4%
Black - Males	1	1	1	1	1	3.1%	2.9%	2.9%	2.9%	3.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	255	271	291	293	297	84.4%	85.0%	85.6%	85.2%	86.3%
White - Females	192	210	222	222	224	75.3%	77.5%	76.3%	75.8%	75.4%
White - Males	52	53	55	57	59	20.4%	19.6%	18.9%	19.5%	19.9%
Black - Females	7	6	12	11	13	2.7%	2.2%	4.1%	3.8%	4.4%
Black - Males	3	2	2	3	1	1.2%	0.7%	0.7%	1.0%	0.3%
Other - Females	1	0	0	0	0	0.4%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	District Country					District Percentages				
Age Distribution		Distr	ict Count	S			Distr	ict Percenta	ages	
Age Distribution Teachers by Age Group	1996-97 1		rict Count 998-99 1		000-01	1996-97	Distr 1997-98	ict Percenta 1998-99	1999-00	2000-01
•	1996-97 1 14				7	1996-97 5.9%				2000-01
Teachers by Age Group	ــــــــــــــــــــــــــــــــــــــ	997-98 1	998-99 1	999-00 2			1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	14	997-98 1 7	998-99 1	999-00 2	7	5.9%	1997-98	1998-99 3.1%	1999-00	2.7%
Teachers by Age Group Up to 24 25-29	14 40	997-98 1 7 41	998-99 1 8 41	999-00 2 9 41	7 45	5.9% 16.9%	1997-98 2.9% 16.7%	1998-99 3.1% 16.1%	1999-00 3.5% 15.8%	2.7% 17.3%
Teachers by Age Group Up to 24 25-29 30-34	14 40 28	997-98 1 7 41 33	998-99 1 8 41 37	999-00 2 9 41 42	7 45 43	5.9% 16.9% 11.9%	2.9% 16.7% 13.5%	3.1% 16.1% 14.6%	1999-00 3.5% 15.8% 16.2%	2.7% 17.3% 16.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39	14 40 28 12	997-98 1 7 41 33 17	998-99 1 8 41 37 17	999-00 2 9 41 42 21	7 45 43 19	5.9% 16.9% 11.9% 5.1%	2.9% 16.7% 13.5% 6.9%	3.1% 16.1% 14.6% 6.7%	1999-00 3.5% 15.8% 16.2% 8.1%	2.7% 17.3% 16.5% 7.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	14 40 28 12 35	997-98 1 7 41 33 17 30	998-99 1 8 41 37 17 26	999-00 2 9 41 42 21 26	7 45 43 19 18	5.9% 16.9% 11.9% 5.1% 14.8%	1997-98 2.9% 16.7% 13.5% 6.9% 12.2%	3.1% 16.1% 14.6% 6.7% 10.2%	1999-00 3.5% 15.8% 16.2% 8.1% 10.0%	2.7% 17.3% 16.5% 7.3% 6.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	14 40 28 12 35 54	997-98 1 7 41 33 17 30 57	998-99 1 8 41 37 17 26 53	999-00 2 9 41 42 21 26 48	7 45 43 19 18 42	5.9% 16.9% 11.9% 5.1% 14.8% 22.9%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3%	3.1% 16.1% 14.6% 6.7% 10.2% 20.9%	3.5% 15.8% 16.2% 8.1% 10.0% 18.5%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	14 40 28 12 35 54 32	997-98 1 7 41 33 17 30 57 32	8 41 37 17 26 53 39	999-00 2 9 41 42 21 26 48 42	7 45 43 19 18 42 50	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1%	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4%	3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	14 40 28 12 35 54 32 21	997-98 1 7 41 33 17 30 57 32 28	8 41 37 17 26 53 39 33	999-00 2 9 41 42 21 26 48 42 31	7 45 43 19 18 42 50 36	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1%	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4%	3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	14 40 28 12 35 54 32 21	997-98 1 7 41 33 17 30 57 32 28 41.7	8 41 37 17 26 53 39 33 42.0	999-00 2 9 41 42 21 26 48 42 31 41.4	7 45 43 19 18 42 50 36	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1% 11.4%	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4% 13.0%	3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2% 11.9%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	14 40 28 12 35 54 32 21 40.9	997-98 1 7 41 33 17 30 57 32 28 41.7	8 41 37 17 26 53 39 33 42.0	999-00 2 9 41 42 21 26 48 42 31 41.4	7 45 43 19 18 42 50 36 42.0	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6% 8.9%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1% 11.4%	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4% 13.0%	3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2% 11.9%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2% 13.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	14 40 28 12 35 54 32 21 40.9	997-98 1 7 41 33 17 30 57 32 28 41.7 Distr	8 41 37 17 26 53 39 33 42.0	999-00 2 9 41 42 21 26 48 42 31 41.4	7 45 43 19 18 42 50 36 42.0	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6% 8.9%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1% 11.4% Distr	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4% 13.0%	1999-00 3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2% 11.9%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2% 13.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	14 40 28 12 35 54 32 21 40.9	997-98 1 7 41 33 17 30 57 32 28 41.7 Distr 997-98 1 67	8 41 37 17 26 53 39 33 42.0	999-00 2 9 41 42 21 26 48 42 31 41.4 s 999-00 2	7 45 43 19 18 42 50 36 42.0	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6% 8.9%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1% 11.4%  Distr 1997-98 23.9%	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4% 13.0%  ict Percenta 1998-99 25.9%	3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2% 11.9%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2% 13.8% 2000-01 22.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	14 40 28 12 35 54 32 21 40.9	997-98 1 7 41 33 17 30 57 32 28 41.7  Distr 997-98 1 67 47	8 41 37 17 26 53 39 33 42.0  rict Count 998-99 1 78 49	999-00 2  9 41 42 21 26 48 42 31 41.4  s  999-00 2  82 49	7 45 43 19 18 42 50 36 42.0	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6% 8.9%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1% 11.4%  Distr 1997-98	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4% 13.0%  ict Percenta 1998-99 25.9% 16.3%	1999-00 3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2% 11.9%  1999-00 27.0% 16.1%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2% 13.8% 2000-01 22.5% 19.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	14 40 28 12 35 54 32 21 40.9	997-98 1 7 41 33 17 30 57 32 28 41.7 Distr 997-98 1 67 47 30	8 41 37 17 26 53 39 33 42.0  rict Count 998-99 1 78 49 36	999-00 2  9 41 42 21 26 48 42 31 41.4  s  999-00 2  82 49 36	7 45 43 19 18 42 50 36 42.0	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6% 8.9%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1% 11.4%  Distr 1997-98 23.9% 16.8% 10.7%	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4% 13.0%  ict Percenta 1998-99 25.9% 16.3% 12.0%	1999-00 3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2% 11.9%  16.2% 11.9%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2% 13.8%  2000-01 22.5% 19.6% 12.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	14 40 28 12 35 54 32 21 40.9 1996-97 1 74 40 25 16	997-98 1 7 41 33 17 30 57 32 28 41.7 Distr 997-98 1 67 47 30 23	8 41 37 17 26 53 39 33 42.0  rict Count 998-99 1 78 49 36 23	999-00 2  9 41 42 21 26 48 42 31 41.4  s  999-00 2  82 49 36 22	7 45 43 19 18 42 50 36 42.0	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6% 8.9%  1996-97 27.9% 15.1% 9.4% 6.0%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1% 11.4%  Distr 1997-98 23.9% 16.8% 10.7% 8.2%	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4% 13.0%  ict Percenta 1998-99 25.9% 16.3% 12.0% 7.6%	1999-00 3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2% 11.9%  1999-00 1 27.0% 16.1% 11.8% 7.2%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2% 13.8%  2000-01  22.5% 19.6% 12.9% 7.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	14 40 28 12 35 54 32 21 40.9	997-98 1 7 41 33 17 30 57 32 28 41.7 Distr 997-98 1 67 47 30	8 41 37 17 26 53 39 33 42.0  rict Count 998-99 1 78 49 36	999-00 2  9 41 42 21 26 48 42 31 41.4  s  999-00 2  82 49 36	7 45 43 19 18 42 50 36 42.0	5.9% 16.9% 11.9% 5.1% 14.8% 22.9% 13.6% 8.9%	2.9% 16.7% 13.5% 6.9% 12.2% 23.3% 13.1% 11.4%  Distr 1997-98 23.9% 16.8% 10.7%	3.1% 16.1% 14.6% 6.7% 10.2% 20.9% 15.4% 13.0%  ict Percenta 1998-99 25.9% 16.3% 12.0%	1999-00  3.5% 15.8% 16.2% 8.1% 10.0% 18.5% 16.2% 11.9%  16.2% 11.9%	2.7% 17.3% 16.5% 7.3% 6.9% 16.2% 19.2% 13.8%  2000-01 22.5% 19.6% 12.9%

12.2

12.7

12.6

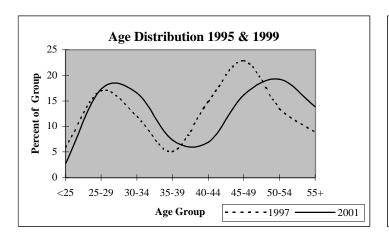
13.0

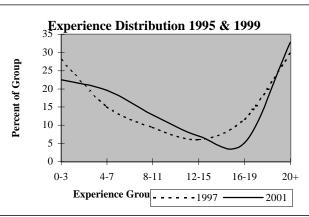
		Distr	ict Counts				D	istrict Rate	S	
Attrition	1996-97 19	997-98 1	998-99 19	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	24	19	35	28	-	7.7%	5.8%	10.0%	7.9%	=
Attrition from Transfers	9	9	9	7	-	2.9%	2.7%	2.6%	2.0%	-
Attrition from Exits	15	10	26	21	-	4.8%	3.0%	7.4%	5.9%	-
Teacher Attrition	23	18	34	22	-	8.7%	6.4%	11.3%	7.2%	-
Attrition from Transfers	8	9	8	7	-	3.0%	3.2%	2.7%	2.3%	-
Attrition from Exits	15	9	26	15	-	5.7%	3.2%	8.6%	4.9%	-
District Retention										
<b>Educator Retention</b>	288	309	315	327	-	92.3%	94.2%	90.0%	92.1%	-
Teacher Retention	242	262	267	282	-	91.3%	93.6%	88.7%	92.8%	-

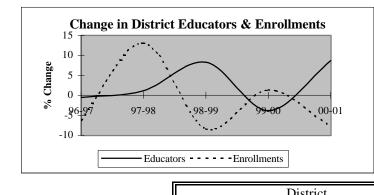
Teacher Retention	Di	District Rates							
5 Year Average Retention Rate	Retained	Transfer	Attrition						
New Entrants	71.9%	11.4%	16.7%						
1 Year of Experience	81.4%	5.8%	12.8%						
2 Years of Experience	89.0%	3.7%	7.3%						
3 Years of Experience	83.1%	6.5%	10.4%						
4 Years of Experience	93.5%	0.0%	6.5%						
5 Years of Experience	91.5%	5.1%	3.4%						

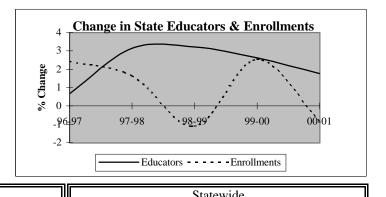
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distr	ict Percent	tages				Statew	ide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	14.0%	16.1%	18.7%	20.3%	19.8%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	10.4%	11.9%	13.4%	11.3%	10.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.0%	0.9%	0.9%	0.6%	1.4%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.6%	88.4%	87.4%	89.3%	89.9%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.3%	0.9%	0.3%	0.3%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	13.5%	10.4%	10.9%	9.9%	8.4%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s							<del></del> _	<del></del> _	<del></del> _
Student to Educator Ratio	15.0	16.8	14.2	15.0	12.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.5	19.7	16.6	17.2	14.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	-4	9	64	-32	70	-	-	-	-	-
% Change in Educators	-0.5%	1.2%	8.3%	-3.8%	8.7%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-771	1,504	-1,090	166	-935	-	-	-	-	-
% Change in Enrollment:	-6.3%	13.1%	-8.4%	1.4%	-7.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.4%	1.0%	0.8%	0.7%	6.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	3.8%	4.0%	3.9%	3.3%	3.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.1%	10.7%	10.4%	9.7%	9.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	8.1%	7.4%	7.2%	8.0%	7.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	13.8%	16.1%	15.2%	18.5%	12.9%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	37.9%	48.4%	51.5%	55.6%	51.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.4	42.9	43.1	43.1	43.4	43.3	43.5	43.6	43.7	43.9
Average Experience	12.8	13.0	13.0	12.9	12.8	13.8	13.7	13.7	13.4	13.3
Average Salary	33,531	33,716	35,010	35,459	36,409	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	8.2%	7.2%	7.3%	8.0%	7.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	76.5%	77.0%	75.9%	76.4%	76.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.0%	11.0%	12.0%	10.8%	10.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	24.1%	na	23.8%	25.9%	24.4%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	0.0%	1.3%	1.5%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

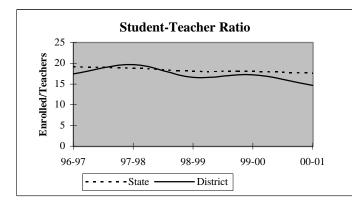
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	766	775	839	807	877		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	687	681	740	691	752		89.7%	87.9%	88.2%	85.6%	85.7%
Newly Hired	79	94	99	116	125		10.3%	12.1%	11.8%	14.4%	14.3%
Transfers In	8	21	15	15	25		10.1%	22.3%	15.2%	12.9%	20.0%
Reentrants	33	33	36	40	53		41.8%	35.1%	36.4%	34.5%	42.4%
First Time Educators	38	40	48	61	47		48.1%	42.6%	48.5%	52.6%	37.6%
Total Exiting Next Year	85	35	148	55	=		11.1%	4.5%	17.6%	6.8%	-
Transfers Out	18	6	20	9	-		21.2%	17.1%	13.5%	16.4%	-
Leave Tennessee Educ.	67	29	128	46	-		78.8%	82.9%	86.5%	83.6%	-

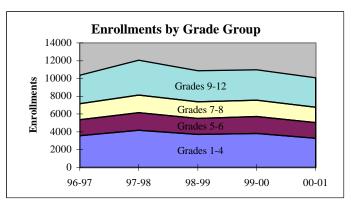
Dynamics Rates	District Rates									
District Attrition	11.1%	4.5%	17.6%	6.8%	-					
Transfers In/Out	0.44	3.50	0.75	1.67	-					

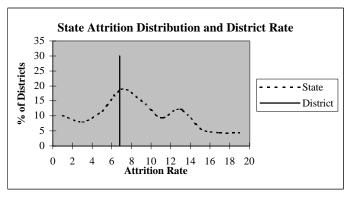
### District Report for: MAURY COUNTY

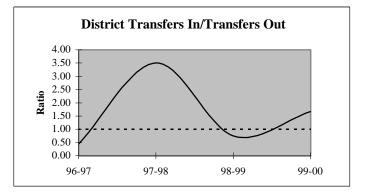
		Dis	trict Coun	its		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	766	775	839	807	877	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	29	31	33	27	31	3.8%	4.0%	3.9%	3.3%	3.5%
Professional Staff	77	83	87	78	86	10.1%	10.7%	10.4%	9.7%	9.8%
Total Teachers	660	661	719	702	760	86.2%	85.3%	85.7%	87.0%	86.7%
Special Education	79	73	86	76	81	12.0%	11.0%	12.0%	10.8%	10.7%
Pre-K & Kindergarten	43	45	47	47	50	6.5%	6.8%	6.5%	6.7%	6.6%
Elementary (1-4)	206	206	225	244	256	31.2%	31.2%	31.3%	34.8%	33.7%
Middle School (5-6)	77	80	84	79	82	11.7%	12.1%	11.7%	11.3%	10.8%
Jr. High (7-8)	58	64	72	68	74	8.8%	9.7%	10.0%	9.7%	9.7%
High School (9-12)	197	193	205	188	217	29.8%	29.2%	28.5%	26.8%	28.6%
Business	12	6	7	5	6	6.1%	3.1%	3.4%	2.7%	2.8%
Language Arts	25	26	25	24	27	12.7%	13.5%	12.2%	12.8%	12.4%
Social Studies	19	20	23	23	27	9.6%	10.4%	11.2%	12.2%	12.4%
Foreign Language	8	7	8	8	10	4.1%	3.6%	3.9%	4.3%	4.6%
Mathematics	22	25	26	25	29	11.2%	13.0%	12.7%	13.3%	13.4%
Science	20	19	21	21	20	10.2%	9.8%	10.2%	11.2%	9.2%
Vocational Education	31	37	36	36	46	15.7%	19.2%	17.6%	19.1%	21.2%
Other High School	60	53	59	46	52	30.5%	27.5%	28.8%	24.5%	24.0%
Total Enrollments	11 520	13.024	11 93/	12 100	11 165	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	11,520	13,024	11,934	12,100	11,165	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,018	977	911	934	913	8.8%	7.5%	7.6%	7.7%	8.2%
Grades 1-4	3,565	4,159	3,707	3,804	3,283	30.9%	31.9%	31.1%	31.4%	29.4%
Grades 5-6	1,801	2,006	1,809	1,923	1,773	15.6%	15.4%	15.2%	15.9%	15.9%
Grades 7-8	1,794	1,976	1,856	1,814	1,710	15.6%	15.2%	15.6%	15.0%	15.3%
Grades 9-12	3,208	3,906	3,509	3,442	3,308	27.8%	30.0%	29.4%	28.4%	29.6%
Ungraded	134	0	142	183	178	1.2%	0.0%	1.2%	1.5%	1.6%









		District Counts					District Percentages				
Profile by	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender	<u>  </u>					<u> </u>			<u> </u>		
Administrative	29	31	33	27	31	3.9%	4.2%	4.1%	3.5%	3.7%	
White - Females	7	10	12	10	12	24.1%	32.3%	36.4%	37.0%	38.7%	
White - Males	18	16	16	12	15	62.1%	51.6%	48.5%	44.4%	48.4%	
Black - Females	4	5	5	5	4	13.8%	16.1%	15.2%	18.5%	12.9%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	74	79	83	74	81	10.0%	10.6%	10.3%	9.7%	9.8%	
White - Females	59	66	71	63	66	79.7%	83.5%	85.5%	85.1%	81.5%	
White - Males	11	9	9	8	11	14.9%	11.4%	10.8%	10.8%	13.6%	
Black - Females	4	4	3	3	4	5.4%	5.1%	3.6%	4.1%	4.9%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	637	636	688	660	718	86.1%	85.3%	85.6%	86.7%	86.5%	
White - Females	450	456	490	474	521	70.6%	71.7%	71.2%	71.8%	72.6%	
White - Males	135	134	148	133	141	21.2%	21.1%	21.5%	20.2%	19.6%	
Black - Females	40	37	39	42	40	6.3%	5.8%	5.7%	6.4%	5.6%	
Black - Males	11	8	10	11	15	1.7%	1.3%	1.5%	1.7%	2.1%	
Other - Females	1	1	1	0	1	0.2%	0.2%	0.1%	0.0%	0.1%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Age Distribution		Diet	rict Count	te .			Distr	rict Percenta	nges	1	
Teachers by Age Group	1996-97 1			1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	8	14	8	15	17	1.3%	2.4%	1.3%	2.6%	2.7%	
25-29	71	57	68	60	62	11.9%	9.8%	10.9%	10.2%	9.9%	
30-34	85	83	84	75	79	14.2%	14.2%	13.5%	12.8%	12.6%	
35-39	56	52	63	61	71	9.4%	8.9%	10.1%	10.4%	11.4%	
40-45	101	99	97	85	81	16.9%	17.0%	15.5%	14.5%	13.0%	
45-49	112	109	111	106	98	18.7%	18.7%	17.8%	18.1%	15.7%	
50-54	100	103	115	111	122	16.7%	17.6%	18.4%	18.9%	19.5%	
55+	65	67	78	73	95	10.9%	11.5%	12.5%	12.5%	15.2%	
Average Age	42.4	42.9	43.1	43.1	43.4						
Experience Distribution		Dist	rict Count	ts			Distr	rict Percenta	1068		
Teachers by Experience	1996-97 1				2000 01	1996-97	1997-98	1998-99	1999-00	2000-01	
0-3 Years						<u> </u>					
0-3 Years 4-7 Years	134 116	133 109	155 113	156 104	175	20.3% 17.6%	20.1% 16.5%	21.6% 15.7%	22.2%	23.0%	
8-11 Years	84	109 87	113 99	104 98	114 113	17.6%		13.7%	14.8% 14.0%	15.0% 14.9%	
12-15 Years	84 68	87 77	99 77	98 85	85	12.7%	13.2% 11.6%	13.8%	12.1%	14.9%	
16-19 Years			11		0.5	10.5%	11.070				
	60	68	66	50	62	10 50/	10 20%	O 20%	Q 20%	Q 20/	
20+ Years	69 189	68 187	66 209	58 201	63 210	10.5% 28.6%	10.3% 28.3%	9.2% 29.1%	8.3% 28.6%	8.3% 27.6%	

Average Experience

12.8

13.0

12.9

12.8

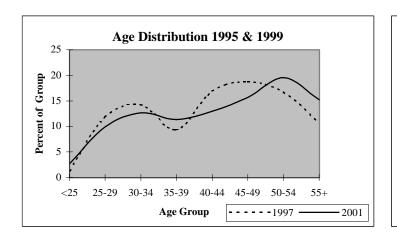
13.0

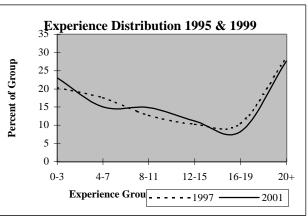
		Dis	strict Cou	nts				District Rate	es	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	85	35	148	55	-	11.19	6 4.5%	17.6%	6.8%	-
Attrition from Transfers	18	6	20	9	_	2.39	6 0.8%	2.4%	1.1%	_
Attrition from Exits	67	29	128	46	-	8.79	6 3.7%	15.3%	5.7%	-
Teacher Attrition	77	31	119	44	-	11.79	6 4.7%	16.6%	6.3%	-
Attrition from Transfers	16	5	18	9	-	2.49	6 0.8%	2.5%	1.3%	-
Attrition from Exits	61	26	101	35	-	9.29	3.9%	14.0%	5.0%	-
District Retention										
<b>Educator Retention</b>	681	740	691	752	-	88.99	6 95.5%	82.4%	93.2%	-
Teacher Retention	583	630	600	658	-	88.39	6 95.3%	83.4%	93.7%	-

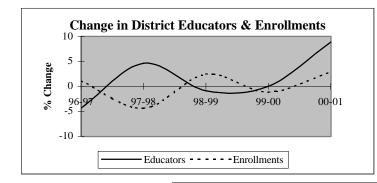
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	75.8%	5.4%	18.8%					
1 Year of Experience	78.7%	3.6%	17.8%					
2 Years of Experience	80.0%	4.7%	15.3%					
3 Years of Experience	90.6%	2.2%	7.2%					
4 Years of Experience	82.6%	5.1%	12.3%					
5 Years of Experience	89.7%	2.1%	8.2%					

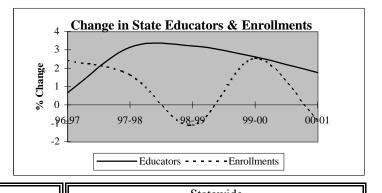
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	9.4%	13.9%	16.7%	19.6%	19.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.1%	8.3%	11.2%	9.9%	9.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.1%	2.2%	2.3%	3.8%	3.2%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.4%	88.1%	87.4%	83.3%	85.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.1%	0.0%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.4%	9.7%	10.3%	12.6%	11.4%	8.6%	9.3%	9.4%	11.0%	10.3%









Į.			District			<u>Statewide</u>					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S					·					
Student to Educator Ratio	17.2	15.7	16.2	16.0	15.1	16.4		15.5	15.5	15.1	
Student to Teacher Ratio	19.5	18.2	18.9	18.5	17.6	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-5	5	-1	0	10	-	-	-	-	-	
% Change in Educators	-4.4%	4.6%	-0.9%	0.0%	8.8%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	20	-83	44	-21	52	-	-	-	-	-	
% Change in Enrollment	1.1%	-4.4%	2.5%	-1.1%	2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.0%	0.0%	5.7%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	6.4%	5.3%	5.3%	5.3%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	5.5%	8.8%	8.8%	8.0%	8.9%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	42.9%	16.7%	16.7%	16.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.2	42.0	42.8	42.7	43.0	43.3	3 43.5	43.6	43.7	43.9	
Average Experience	13.6	13.7	13.9	12.9	12.6	13.8	3 13.7	13.7	13.4	13.3	
Average Salary	31,020	31,354	32,766	33,377	32,925	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	78.1%	79.6%	78.4%	75.5%	72.6%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.4%	10.2%	10.3%	8.2%	8.5%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	1.8%	na	1.6%	1.6%	1.3%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.7%	1.5%	0.9%	2.0%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

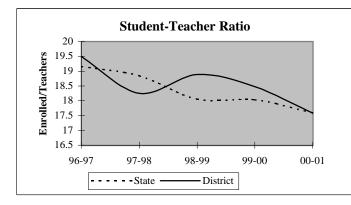
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	109	114	113	113	123		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	107	102	107	103	106		98.2%	89.5%	94.7%	91.2%	86.2%
Newly Hired	2	12	6	10	17		1.8%	10.5%	5.3%	8.8%	13.8%
Transfers In	0	1	2	1	3		0.0%	8.3%	33.3%	10.0%	17.6%
Reentrants	0	1	0	3	5		0.0%	8.3%	0.0%	30.0%	29.4%
First Time Educators	2	10	4	6	9		100.0%	83.3%	66.7%	60.0%	52.9%
Total Exiting Next Year	7	7	10	7	-		6.4%	6.1%	8.8%	6.2%	-
Transfers Out	0	0	0	0	-		0.0%	0.0%	0.0%	0.0%	=
Leave Tennessee Educ.	7	7	10	7	-		100.0%	100.0%	100.0%	100.0%	-

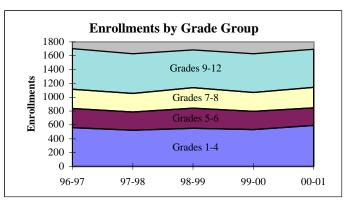
Dynamics Rates					
District Attrition	6.4%	6.1%	8.8%	6.2%	-
Transfers In/Out	nc	nc	nc	nc	-

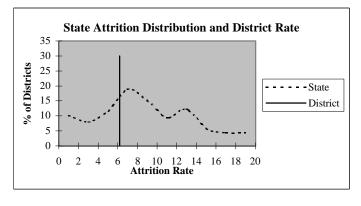
### District Report for: MEIGS COUNTY

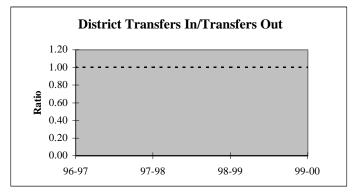
		Dis	trict Coun	its		District Percentages						
Profile by Position	1996-97 19	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	109	114	113	113	123	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	7	6	6	6	6	6.4%	5.3%	5.3%	5.3%	4.9%		
Professional Staff	6	10	10	9	11	5.5%	8.8%	8.8%	8.0%	8.9%		
Total Teachers	96	98	97	98	106	88.1%	86.0%	85.8%	86.7%	86.2%		
Special Education	10	10	10	8	9	10.4%	10.2%	10.3%	8.2%	8.5%		
Pre-K & Kindergarten	8	10	7	8	8	8.3%	10.2%	7.2%	8.2%	7.5%		
Elementary (1-4)	35	33	30	33	37	36.5%	33.7%	30.9%	33.7%	34.9%		
Middle School (5-6)	11	13	15	13	13	11.5%	13.3%	15.5%	13.3%	12.3%		
Jr. High (7-8)	8	10	12	12	12	8.3%	10.2%	12.4%	12.2%	11.3%		
High School (9-12)	24	22	23	24	27	25.0%	22.4%	23.7%	24.5%	25.5%		
Business	1	1	1	1	0	4.2%	4.5%	4.3%	4.2%	0.0%		
Language Arts	4	4	4	4	4	16.7%	18.2%	17.4%	16.7%	14.8%		
Social Studies	3	3	3	3	3	12.5%	13.6%	13.0%	12.5%	11.1%		
Foreign Language	1	0	0	1	1	4.2%	0.0%	0.0%	4.2%	3.7%		
Mathematics	3	3	3	3	4	12.5%	13.6%	13.0%	12.5%	14.8%		
Science	3	3	3	2	2	12.5%	13.6%	13.0%	8.3%	7.4%		
Vocational Education	4	4	4	5	5	16.7%	18.2%	17.4%	20.8%	18.5%		
Other High School	5	4	5	5	8	20.8%	18.2%	21.7%	20.8%	29.6%		

Total Enrollments	1,871	1,788	1,832	1,811	1,863	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	131	131	123	144	132	7.0%	7.3%	6.7%	8.0%	7.1%
Grades 1-4	558	523	550	534	592	29.8%	29.3%	30.0%	29.5%	31.8%
Grades 5-6	281	265	293	263	256	15.0%	14.8%	16.0%	14.5%	13.7%
Grades 7-8	278	269	297	270	293	14.9%	15.0%	16.2%	14.9%	15.7%
Grades 9-12	587	574	544	563	553	31.4%	32.1%	29.7%	31.1%	29.7%
Ungraded	36	26	25	37	37	1.9%	1.5%	1.4%	2.0%	2.0%









Profile by

1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98

District Percentages

1998-99

1999-00 2000-01

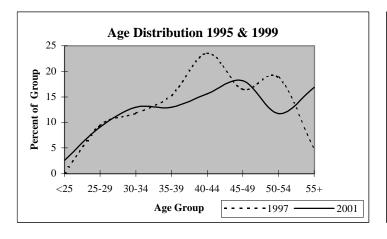
rionne by	1990-97 1	771 70 1	770 77	1,,,,	2000 01	1990-97	1////	1770 77	1777-00	2000 01
Known Race and Gender										
Administrative	7	6	6	6	6	6.5%	5.3%	5.4%	5.5%	5.3%
White - Females	3	1	1	1	1	42.9%	16.7%	16.7%	16.7%	16.7%
White - Males	4	5	5	5	5	57.1%	83.3%	83.3%	83.3%	83.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	6	9	9	8	9	5.6%	8.0%	8.1%	7.3%	8.0%
White - Females	3	5	5	4	5	50.0%	55.6%	55.6%	50.0%	55.6%
White - Males	3	4	4	4	4	50.0%	44.4%	44.4%	50.0%	44.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	95	98	96	95	98	88.0%	86.7%	86.5%	87.2%	86.7%
White - Females	74	78	76	74	75	77.9%	79.6%	79.2%	77.9%	76.5%
White - Males	21	20	20	21	23	22.1%	20.4%	20.8%	22.1%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Coun	nts			Distr	rict Percenta	ages	
Age Distribution Teachers by Age Group	1996-97 1			nts 1999-00	2000-01	1996-97	Distr	rict Percent	ages 1999-00	2000-01
Teachers by Age Group		997-98 1		1999-00		الــــــــــــــــــار	1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	0	997-98 1	998-99	1999-00	2	0.0%	1997-98	1998-99	1999-00	2.6%
Teachers by Age Group Up to 24 25-29	0 8	997-98 1 2 6	998-99 1 6	1999-00 2 6	2 7	0.0% 9.4%	1997-98 2.3% 6.8%	1998-99 1.2% 7.1%	1999-00 2.6% 7.7%	2.6% 9.1%
Teachers by Age Group Up to 24 25-29 30-34	0 8 10	997-98 1 2 6 13	998-99 1 6 12	1999-00 2 6 11	2 7 10	0.0% 9.4% 11.8%	2.3% 6.8% 14.8%	1998-99 1.2% 7.1% 14.3%	1999-00 2.6% 7.7% 14.1%	2.6% 9.1% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	0 8 10 13	997-98 1 2 6 13 15	998-99 1 6 12 13	1999-00 2 6 11 12	2 7 10 10	0.0% 9.4% 11.8% 15.3%	1997-98 2.3% 6.8% 14.8% 17.0%	1998-99 1.2% 7.1% 14.3% 15.5%	1999-00 2.6% 7.7% 14.1% 15.4%	2.6% 9.1% 13.0% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	0 8 10 13 20	997-98 1 2 6 13 15	998-99 1 6 12 13 10	1999-00 2 6 11 12 9	2 7 10 10 12	0.0% 9.4% 11.8% 15.3% 23.5%	2.3% 6.8% 14.8% 17.0% 17.0%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5%	2.6% 9.1% 13.0% 13.0% 15.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 8 10 13 20 14	997-98 1 2 6 13 15 15 14	998-99 1 6 12 13 10 18	2 6 11 12 9 16	2 7 10 10 12 14	0.0% 9.4% 11.8% 15.3% 23.5% 16.5%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5% 20.5%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 8 10 13 20 14 16	997-98 1 2 6 13 15 15 14 18	998-99 1 6 12 13 10 18 15	2 6 11 12 9 16 13	2 7 10 10 12 14 9	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9% 20.5%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 8 10 13 20 14 16 4	997-98 1 2 6 13 15 15 14 18 5	998-99 1 6 12 13 10 18 15 9	2 6 11 12 9 16 13 9	2 7 10 10 12 14 9	0.0% 9.4% 11.8% 15.3% 23.5% 16.5%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5% 20.5%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 8 10 13 20 14 16	997-98 1 2 6 13 15 15 14 18	998-99 1 6 12 13 10 18 15	2 6 11 12 9 16 13	2 7 10 10 12 14 9	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9% 20.5%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 8 10 13 20 14 16 4	997-98 1 2 6 13 15 15 14 18 5	998-99 1 6 12 13 10 18 15 9	2 6 11 12 9 16 13 9	2 7 10 10 12 14 9	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9% 20.5%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 8 10 13 20 14 16 4	997-98 1 2 6 13 15 15 14 18 5 42.0	998-99 1 6 12 13 10 18 15 9 42.8	2 6 11 12 9 16 13 9 42.7	2 7 10 10 12 14 9	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9% 20.5% 5.7%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9% 10.7%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7% 11.5%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 8 10 13 20 14 16 4 42.2	997-98 1 2 6 13 15 15 14 18 5 42.0	998-99 1 6 12 13 10 18 15 9 42.8	1999-00 2 6 11 12 9 16 13 9 42.7	2 7 10 10 12 14 9 13 43.0	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8% 4.7%	2.3% 6.8% 14.8% 17.0% 17.0% 20.5% 5.7%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9% 10.7%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7% 11.5%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7% 16.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 8 10 13 20 14 16 4	997-98 1 2 6 13 15 15 14 18 5 42.0	998-99 1 6 12 13 10 18 15 9 42.8	1999-00 2 6 11 12 9 16 13 9 42.7	2 7 10 10 12 14 9 13 43.0	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9% 20.5% 5.7%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9% 10.7%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7% 11.5%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 8 10 13 20 14 16 4 42.2	997-98 1 2 6 13 15 15 14 18 5 42.0 Distr	998-99 1 6 12 13 10 18 15 9 42.8	1999-00 2 6 11 12 9 16 13 9 42.7	2 7 10 10 12 14 9 13 43.0	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8% 4.7%	2.3% 6.8% 14.8% 17.0% 17.0% 20.5% 5.7%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9% 10.7%	1999-00 2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7% 11.5%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7% 16.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 8 10 13 20 14 16 4 42.2	997-98 1 2 6 13 15 15 14 18 5 42.0	998-99 1 6 12 13 10 18 15 9 42.8	1999-00 2 6 11 12 9 16 13 9 42.7	2 7 10 10 12 14 9 13 43.0	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8% 4.7%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9% 20.5% 5.7%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9% 10.7%	1999-00  2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7% 11.5%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7% 16.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 8 10 13 20 14 16 4 42.2	997-98 1 2 6 13 15 15 14 18 5 42.0 Distr	998-99 1 6 12 13 10 18 15 9 42.8 rict Coun	1999-00 2 6 11 12 9 16 13 9 42.7	2 7 10 10 12 14 9 13 43.0	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8% 4.7%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9% 20.5% 5.7%  Distr 1997-98	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9% 10.7%  rict Percent: 1998-99 18.6%	1999-00  2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7% 11.5%  ages 1999-00 26.5%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7% 16.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 8 10 13 20 14 16 4 42.2	997-98 1 2 6 13 15 15 14 18 5 42.0 Distr 997-98 1 15 15	998-99 1 6 12 13 10 18 15 9 42.8 rict Coun 998-99 18 12	1999-00 2 6 11 12 9 16 13 9 42.7	2 7 10 10 12 14 9 13 43.0	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8% 4.7%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9% 20.5% 5.7%  Distr 1997-98	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9% 10.7%  rict Percent: 1998-99 18.6% 12.4%	1999-00  2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7% 11.5%  1999-00  26.5% 11.2%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7% 16.9% 2000-01 32.1% 8.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 8 10 13 20 14 16 4 42.2	997-98 1 2 6 13 15 15 14 18 5 42.0 Distr 997-98 1 15 15 13	998-99 1 6 12 13 10 18 15 9 42.8 rict Coun 998-99 18 12 14	1999-00 2 6 11 12 9 16 13 9 42.7 tts 1999-00 2 11 16	2 7 10 10 12 14 9 13 43.0	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8% 4.7% 1996-97 15.6% 16.7% 11.5%	2.3% 6.8% 14.8% 17.0% 17.0% 15.9% 20.5% 5.7%  Distr 1997-98 15.3% 15.3% 13.3%	1998-99  1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9% 10.7%  ict Percent: 1998-99  18.6% 12.4% 14.4%	1999-00  2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7% 11.5%  ages 1999-00  26.5% 11.2% 16.3%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7% 16.9% 2000-01 32.1% 8.5% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 8 10 13 20 14 16 4 42.2	997-98 1 2 6 13 15 15 14 18 5 42.0 Distr 997-98 1 15 15 13 15	998-99 1 6 12 13 10 18 15 9 42.8 rict Coun 998-99 1 18 12 14 10	1999-00 2 6 11 12 9 16 13 9 42.7 1999-00 2 11 16 5	2 7 10 10 12 14 9 13 43.0 2000-01 34 9 13 10	0.0% 9.4% 11.8% 15.3% 23.5% 16.5% 18.8% 4.7% 1996-97 15.6% 11.5% 15.6%	2.3% 6.8% 14.8% 17.0% 15.9% 20.5% 5.7%  Distr 1997-98 15.3% 15.3% 15.3% 15.3%	1998-99 1.2% 7.1% 14.3% 15.5% 11.9% 21.4% 17.9% 10.7%  rict Percent: 1998-99 18.6% 12.4% 14.4% 10.3%	1999-00  2.6% 7.7% 14.1% 15.4% 11.5% 20.5% 16.7% 11.5%  11.5%  26.5% 11.2% 16.3% 5.1%	2.6% 9.1% 13.0% 13.0% 15.6% 18.2% 11.7% 16.9% 2000-01 32.1% 8.5% 12.3% 9.4%

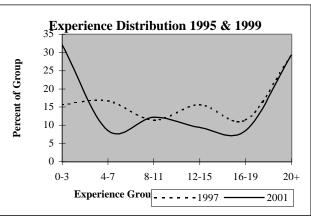
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	7	7	10	7	-	ľ	6.4%	6.1%	8.8%	6.2%	-		
Attrition from Transfers	0	0	0	0	-	_	0.0%	0.0%	0.0%	0.0%	-		
Attrition from Exits	7	7	10	7	-		6.4%	6.1%	8.8%	6.2%	-		
Teacher Attrition	7	7	9	6	-		7.3%	7.1%	9.3%	6.1%	-		
Attrition from Transfers	0	0	0	0	-		0.0%	0.0%	0.0%	0.0%	-		
Attrition from Exits	7	7	9	6	-		7.3%	7.1%	9.3%	6.1%	-		
District Retention													
<b>Educator Retention</b>	102	107	103	106	-		93.6%	93.9%	91.2%	93.8%	-		
Teacher Retention	89	91	88	92	-		92.7%	92.9%	90.7%	93.9%	-		

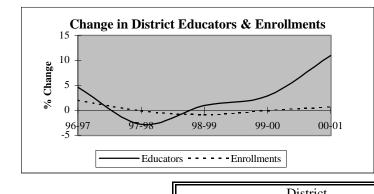
Teacher Retention	D:	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	96.3%	0.0%	3.7%					
1 Year of Experience	95.7%	0.0%	4.3%					
2 Years of Experience	81.5%	3.7%	14.8%					
3 Years of Experience	86.7%	0.0%	13.3%					
4 Years of Experience	93.3%	0.0%	6.7%					
5 Years of Experience	94.1%	0.0%	5.9%					

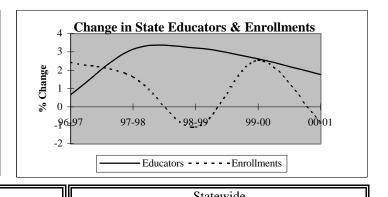
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses										•	
Race	4.3%	10.9%	18.4%	21.9%	26.6%	8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	3.5%	10.1%	14.9%	14.9%	12.9%	4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment											
% Increment by 0	0.0%	0.0%	0.9%	0.9%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	98.2%	90.4%	95.6%	91.2%	88.6%	90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	1.8%	9.6%	3.5%	8.0%	11.4%	8.6%	9.3%	9.4%	11.0%	10.3%	









			District						Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S								_		
Student to Educator Ratio	16.9	17.4	17.1	16.6	15.0		16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.7	20.1	19.5	19.2	17.8		19.2	18.8	18.1	18.0	17.6
Change in Educators	14	-9	3	9	35		-	-	-	-	-
% Change in Educators	4.6%	-2.8%	1.0%	2.9%	10.9%		0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	104	-8	-47	-3	34		-	-	-	-	=
% Change in Enrollments	2.0%	-0.1%	-0.9%	-0.1%	0.6%		2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce											
% Part-Time	0.3%	0.0%	0.3%	0.0%	12.7%		0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	3.9%	3.9%	4.4%	4.5%		4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.8%	9.4%	8.7%	9.4%	11.0%		9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.3%	1.4%	1.4%	1.0%	1.2%		12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	7.7%	8.3%	8.3%	7.1%	6.3%		16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	7.7%	8.3%	16.7%	28.6%	31.3%		36.3%	37.4%	38.6%	40.6%	41.5%
Teachers											
Average Age	41.3	41.7	42.1	42.5	43.4		43.3	43.5	43.6	43.7	43.9
Average Experience	12.4	12.1	11.9	12.0	11.8		13.8	13.7	13.7	13.4	13.3
Average Salary	27,972	28,565	30,038	31,360	31,073		33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.1%	1.2%	1.2%	0.8%	1.1%		12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.2%	74.5%	73.5%	73.6%	72.7%		79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.1%	7.9%	8.8%	8.0%	9.0%		10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment											
% Minority	2.8%	na	3.4%	3.7%	3.8%		26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.2%	1.0%	1.1%	0.9%	0.7%		1.7%	1.6%	1.8%	1.8%	1.8%

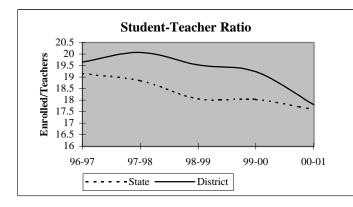
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	317	308	311	320	355		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	284	272	283	284	303		89.6%	88.3%	91.0%	88.8%	85.4%
Newly Hired	33	36	28	36	52		10.4%	11.7%	9.0%	11.3%	14.6%
Transfers In	3	6	2	5	9		9.1%	16.7%	7.1%	13.9%	17.3%
Reentrants	17	10	10	17	26		51.5%	27.8%	35.7%	47.2%	50.0%
First Time Educators	13	20	16	14	17		39.4%	55.6%	57.1%	38.9%	32.7%
Total Exiting Next Year	45	25	27	17	-		14.2%	8.1%	8.7%	5.3%	=
Transfers Out	12	1	3	5	-		26.7%	4.0%	11.1%	29.4%	-
Leave Tennessee Educ.	33	24	24	12	-		73.3%	96.0%	88.9%	70.6%	-

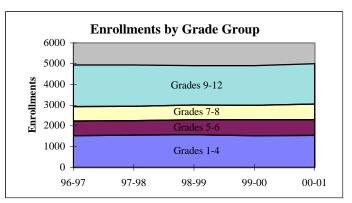
Dynamics Rates	District Rates									
District Attrition	14.2%	8.1%	8.7%	5.3%	-					
Transfers In/Out	0.25	6.00	0.67	1.00	-					

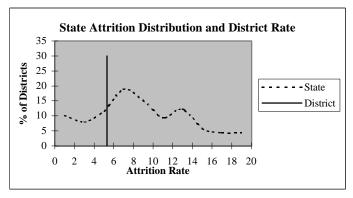
### District Report for: MONROE COUNTY

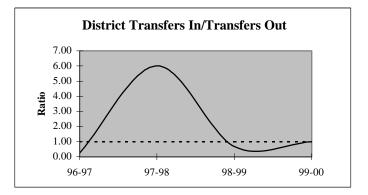
		Dist	rict Count	ī.S		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	317	308	311	320	355	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	13	12	12	14	16	4.1%	3.9%	3.9%	4.4%	4.5%	
Professional Staff	31	29	27	30	39	9.8%	9.4%	8.7%	9.4%	11.0%	
Total Teachers	273	267	272	276	300	86.1%	86.7%	87.5%	86.3%	84.5%	
Special Education	22	21	24	22	27	8.1%	7.9%	8.8%	8.0%	9.0%	
Pre-K & Kindergarten	21	22	21	21	19	7.7%	8.2%	7.7%	7.6%	6.3%	
Elementary (1-4)	75	75	74	85	93	27.5%	28.1%	27.2%	30.8%	31.0%	
Middle School (5-6)	26	27	27	29	31	9.5%	10.1%	9.9%	10.5%	10.3%	
Jr. High (7-8)	27	26	30	26	28	9.9%	9.7%	11.0%	9.4%	9.3%	
High School (9-12)	102	96	96	93	102	37.4%	36.0%	35.3%	33.7%	34.0%	
Business	5	7	7	7	7	4.9%	7.3%	7.3%	7.5%	6.9%	
Language Arts	19	17	17	16	17	18.6%	17.7%	17.7%	17.2%	16.7%	
Social Studies	14	9	10	12	11	13.7%	9.4%	10.4%	12.9%	10.8%	
Foreign Language	4	3	4	4	5	3.9%	3.1%	4.2%	4.3%	4.9%	
Mathematics	15	14	12	11	13	14.7%	14.6%	12.5%	11.8%	12.7%	
Science	13	13	14	13	15	12.7%	13.5%	14.6%	14.0%	14.7%	
Vocational Education	17	16	15	17	16	16.7%	16.7%	15.6%	18.3%	15.7%	
Other High School	15	17	17	13	18	14.7%	17.7%	17.7%	14.0%	17.6%	
Total Enrollments	5,366	5,358	5,311	5,308	5,342	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	5,366	5,358	5,311	5,308	5,342	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	375	375	355	355	311	7.0%	7.0%	6.7%	6.7%	5.8%
Grades 1-4	1,534	1,560	1,569	1,528	1,541	28.6%	29.1%	29.5%	28.8%	28.8%
Grades 5-6	704	690	726	772	755	13.1%	12.9%	13.7%	14.5%	14.1%
Grades 7-8	689	694	708	695	759	12.8%	13.0%	13.3%	13.1%	14.2%
Grades 9-12	2,009	1,986	1,901	1,908	1,937	37.4%	37.1%	35.8%	35.9%	36.3%
Ungraded	55	53	52	50	39	1.0%	1.0%	1.0%	0.9%	0.7%









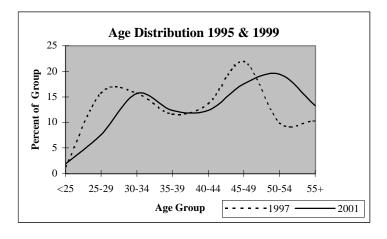
	<u> </u>	Dist	net Coun	ıs			Disti	ict Percenta	iges	
Profile by	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	13	12	12	14	16	4.2%	4.1%	4.1%	4.6%	4.8%
White - Females	1	1	2	4	5	7.7%	8.3%	16.7%	28.6%	31.3%
White - Males	11	10	9	9	10	84.6%	83.3%	75.0%	64.3%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	7.7%	8.3%	8.3%	7.1%	6.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	31	29	27	30	38	10.1%	9.9%	9.2%	9.9%	11.4%
White - Females	18	16	14	16	21	58.1%	55.2%	51.9%	53.3%	55.3%
White - Males	13	13	13	14	17	41.9%	44.8%	48.1%	46.7%	44.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	264	252	255	259	278	85.7%	86.0%	86.7%	85.5%	83.7%
White - Females	192	191	193	196	208	72.7%	75.8%	75.7%	75.7%	74.8%
White - Males	69	58	59	61	67	26.1%	23.0%	23.1%	23.6%	24.1%
Black - Females	3	3	3	2	2	1.1%	1.2%	1.2%	0.8%	0.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.4%
Age Distribution		Diet	rict Coun	te			Dietr	rict Percenta	nges	1
Teachers by Age Group	1996-97 1			1999-00 2	2000 01	1996-97	1997-98	1998-99	1999-00	2000-01
·	3	3	2	3	4	1.2%	1.3%	0.9%	1.4%	1.9%
Up to 24 25-29	38	30	20	18		15.7%	13.4%	9.3%	8.6%	7.6%
30-34	38	30 37	39	37	16 33				17.6%	
35-39	28	22	23	23	26	15.7% 11.6%	16.5% 9.8%	18.2% 10.7%	17.0%	15.6% 12.3%
		35	23 38							
40-45 45-49	33 53	33 44	38	30 41	26 37	13.6% 21.9%	15.6% 19.6%	17.8% 17.8%	14.3% 19.5%	12.3% 17.5%
50-54 55+	24 25	31 22	33 21	37 21	41 28	9.9% 10.3%	13.8% 9.8%	15.4% 9.8%	17.6% 10.0%	19.4% 13.3%
						10.570	<b>7.</b> 070	<b>7.</b> 070	10.070	13.370
Average Age	41.3	41.7	42.1	42.5	43.4					
Experience Distribution		Dist	rict Coun	ts			Distr	rict Percenta	ages	
Teachers by Experience	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	<u> </u>		57	60	73	24.5%	21.7%	21.0%	21.7%	24.3%
	67	58				_ 1.5 /0	_1.,,0	_1.070	-1.,,0	
	67 44	58 54	57 59			16.1%	20.2%	21.7%	21.0%	17.7%
4-7 Years	44	54	59	58	53	16.1% 10.3%	20.2% 10.9%	21.7% 10.7%	21.0% 12.3%	17.7% 15.0%
4-7 Years 8-11 Years	44 28	54 29	59 29	58 34	53 45	10.3%	10.9%	10.7%	12.3%	15.0%
4-7 Years 8-11 Years 12-15 Years	44 28 33	54 29 30	59 29 33	58 34 22	53 45 26	10.3% 12.1%	10.9% 11.2%	10.7% 12.1%	12.3% 8.0%	15.0% 8.7%
4-7 Years 8-11 Years	44 28	54 29 30 34	59 29 33 34	58 34	53 45	10.3%	10.9% 11.2% 12.7%	10.7% 12.1% 12.5%	12.3% 8.0% 10.9%	15.0% 8.7% 9.3%
4-7 Years 8-11 Years 12-15 Years 16-19 Years	44 28 33 33	54 29 30	59 29 33	58 34 22 30	53 45 26 28	10.3% 12.1% 12.1%	10.9% 11.2%	10.7% 12.1%	12.3% 8.0%	15.0% 8.7%

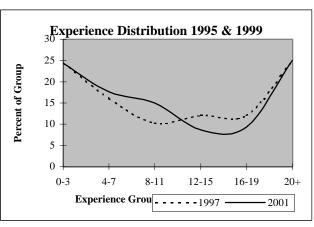
		District Counts					District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00 2	2000-01	199	96-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	45	25	27	17	-		14.2%	8.1%	8.7%	5.3%	-	
Attrition from Transfers	12	1	3	5	-		3.8%	0.3%	1.0%	1.6%	-	
Attrition from Exits	33	24	24	12	-		10.4%	7.8%	7.7%	3.8%	-	
Teacher Attrition	39	21	25	14	-		14.3%	7.9%	9.2%	5.1%	-	
Attrition from Transfers	11	1	3	4	-		4.0%	0.4%	1.1%	1.4%	-	
Attrition from Exits	28	20	22	10	-	-	10.3%	7.5%	8.1%	3.6%	-	
District Retention												
<b>Educator Retention</b>	272	283	284	303	-	8	85.8%	91.9%	91.3%	94.7%	-	
Teacher Retention	234	246	247	262	-	8	85.7%	92.1%	90.8%	94.9%	-	

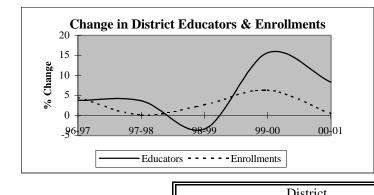
Teacher Retention	D:	District Rates							
5 Year Average Retention Rate	Retained	Transfer	Attrition						
New Entrants	80.3%	3.9%	15.8%						
1 Year of Experience	87.2%	3.8%	9.0%						
2 Years of Experience	91.0%	2.6%	6.4%						
3 Years of Experience	90.0%	3.8%	6.3%						
4 Years of Experience	88.9%	1.4%	9.7%						
5 Years of Experience	91.0%	3.0%	6.0%						

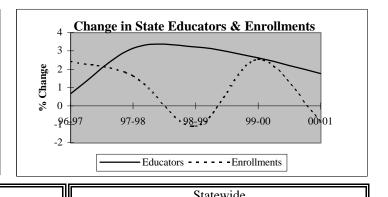
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	7.5%	12.6%	17.3%	18.2%	20.7%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.1%	8.5%	9.6%	10.5%	10.3%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.3%	1.0%	1.3%	2.5%	2.5%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.0%	89.3%	90.4%	87.2%	85.1%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.0%	0.0%	0.3%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.5%	9.7%	8.4%	10.0%	12.4%		8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									<del></del> _
Student to Educator Ratio	16.2	15.6	16.6	15.3	14.2	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.2	18.2	19.2	17.7	17.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	3	-3	13	8	-	-	-	-	-
% Change in Educators	3.8%	3.6%	-3.5%	15.7%	8.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	57	1	35	87	7	-	-	-	-	-
% Change in Enrollment:	4.4%	0.1%	2.6%	6.3%	0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	7.7%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.8%	4.7%	4.8%	4.2%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.8%	9.3%	8.4%	9.4%	10.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.7%	4.8%	5.0%	4.3%	4.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	25.0%	28.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	41.5	42.2	42.8	43.2	43.3	43.5	43.6	43.7	43.9
Average Experience	13.5	12.4	13.1	12.3	12.7	13.8	13.7	13.7	13.4	13.3
Average Salary	30,685	31,020	32,579	33,526	32,947	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	4.4%	5.6%	5.8%	5.1%	3.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	91.4%	91.9%	91.7%	92.8%	91.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	7.1%	6.8%	5.6%	6.0%	7.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	9.8%	na	10.2%	10.4%	10.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.8%	0.0%	1.1%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

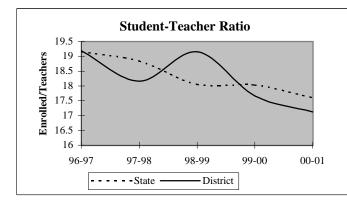
		Dis	strict Cou	nts		District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	83	86	83	96	104	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	74	75	78	82	92	89.2%	87.2%	94.0%	85.4%	88.5%
Newly Hired	9	11	5	14	12	10.8%	12.8%	6.0%	14.6%	11.5%
Transfers In	1	2	0	1	0	11.1%	18.2%	0.0%	7.1%	0.0%
Reentrants	4	3	3	5	8	44.4%	27.3%	60.0%	35.7%	66.7%
First Time Educators	4	6	2	8	4	44.4%	54.5%	40.0%	57.1%	33.3%
Total Exiting Next Year	8	8	1	4	-	9.6%	9.3%	1.2%	4.2%	-
Transfers Out	1	0	0	1	-	12.5%	0.0%	0.0%	25.0%	=
Leave Tennessee Educ.	7	8	1	3	-	87.5%	100.0%	100.0%	75.0%	-

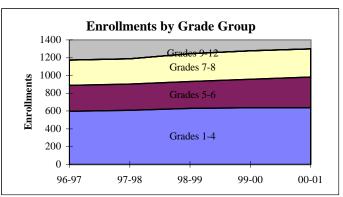
Dynamics Rates	District Rates								
District Attrition	9.6%	9.3%	1.2%	4.2%	-				
Transfers In/Out	1.00	nc	nc	1.00	-				

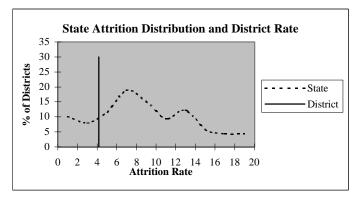
### District Report for: SWEETWATER

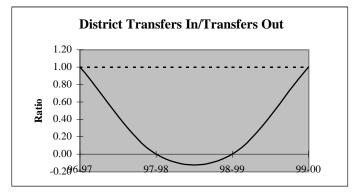
		Dis	trict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	83	86	83	96	104	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	4	4	4	4	7	4.8%	4.7%	4.8%	4.2%	6.7%	
Professional Staff	9	8	7	9	11	10.8%	9.3%	8.4%	9.4%	10.6%	
Total Teachers	70	74	72	83	86	84.3%	86.0%	86.7%	86.5%	82.7%	
Special Education	5	5	4	5	6	7.1%	6.8%	5.6%	6.0%	7.0%	
Pre-K & Kindergarten	9	10	9	11	10	12.9%	13.5%	12.5%	13.3%	11.6%	
Elementary (1-4)	33	35	37	42	44	47.1%	47.3%	51.4%	50.6%	51.2%	
Middle School (5-6)	12	12	10	13	14	17.1%	16.2%	13.9%	15.7%	16.3%	
Jr. High (7-8)	11	12	12	12	12	15.7%	16.2%	16.7%	14.5%	14.0%	
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Enrollments	1,343	1,344	1,379	1,466	1,473	100.0%	100.0%	100.0%	100.0%	100.0%	
D 17 0 17					4 7 0		1000	0.5-:		4000	

Total Enrollments	1,343	1,344	1,379	1,466	1,473	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	157	146	117	171	159	11.7%	10.9%	8.5%	11.7%	10.8%
Grades 1-4	596	608	630	638	636	44.4%	45.2%	45.7%	43.5%	43.2%
Grades 5-6	294	296	302	318	346	21.9%	22.0%	21.9%	21.7%	23.5%
Grades 7-8	283	283	315	323	318	21.1%	21.1%	22.8%	22.0%	21.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	13	11	15	16	14	1.0%	0.8%	1.1%	1.1%	1.0%









**District Counts** 

District Percentages

Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										-
Administrative	4	4	4	4	6	4.9%	4.8%	5.0%	4.3%	6.1%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	25.0%	33.3%
White - Males	4	4	4	3	4	100.0%	100.0%	100.0%	75.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	8	7	9	11	11.1%	9.5%	8.8%	9.8%	11.1%
White - Females	7	6	6	7	8	77.8%	75.0%	85.7%	77.8%	72.7%
White - Males	2	2	1	2	2	22.2%	25.0%	14.3%	22.2%	18.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	9.1%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	68	72	69	79	82	84.0%	85.7%	86.3%	85.9%	82.8%
White - Females	60	63	60	70	72	88.2%	87.5%	87.0%	88.6%	87.8%
White - Males	5	5	5	5	7	7.4%	6.9%	7.2%	6.3%	8.5%
Black - Females	2	3	3	3	3	2.9%	4.2%	4.3%	3.8%	3.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	1	1	0	1.5%	1.4%	1.4%	1.3%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A Distribuntion		D:	4 -: -4 C	-4-	<del></del> 1		D:-	D		<u> </u>
Age Distribution	1996-97		trict Cou	1999-00	2000 01	District Percentages				
Teachers by Age Group					2000-01	<u> </u>	1997-98	1998-99	1999-00	2000-01
Up to 24	2	0	0	0	1	3.2%	0.0%	0.0%	0.0%	1.6%
25-29	5	12	8	7	4	8.1%	18.8%	13.1%	11.1%	6.3%
30-34	6	6	7	9	12	9.7%	9.4%	11.5%	14.3%	19.0%
35-39	11 9	8	7 11	6 10	5	17.7%	12.5%	11.5%	9.5%	7.9%
40-45 45-49	9 14	11 14	11	10	10	14.5% 22.6%	17.2% 21.9%	18.0% 23.0%	15.9% 17.5%	15.9% 12.7%
50-54	14 7	9	10	16	8 15	11.3%		16.4%	25.4%	23.8%
55+	8	4	4	4	8	12.9%	14.1% 6.3%	6.6%	6.3%	12.7%
33±	o	4	4	4	0	12.970	0.570	0.070	0.570	12.770
Average Age	42.9	41.5	42.2	42.8	43.2					
		ъ.			<del></del>	Ir———	D			
Experience Distribution	10010=		strict Cour		2000 31	100 - 05		rict Percent		2000 01
Teachers by Experience	1996-97	1997-98	1998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Experience 0-3 Years	14	1997-98 19	1998-99 15	1999-00	20	20.0%	1997-98 25.7%	1998-99	1999-00	23.3%
Teachers by Experience 0-3 Years 4-7 Years	14 7	1997-98 19 10	1998-99 15 12	1999-00 22 16	20 17	20.0% 10.0%	1997-98 25.7% 13.5%	1998-99 20.8% 16.7%	1999-00 26.5% 19.3%	23.3% 19.8%
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	14 7 13	1997-98 19 10 8	1998-99 15 12 7	1999-00 22 16 3	20 17 5	20.0% 10.0% 18.6%	1997-98 25.7% 13.5% 10.8%	1998-99 20.8% 16.7% 9.7%	1999-00 26.5% 19.3% 3.6%	23.3% 19.8% 5.8%
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	14 7 13 9	1997-98 19 10 8 9	1998-99 15 12 7 6	1999-00 22 16 3 9	20 17 5 13	20.0% 10.0% 18.6% 12.9%	1997-98 25.7% 13.5% 10.8% 12.2%	1998-99 20.8% 16.7% 9.7% 8.3%	1999-00 26.5% 19.3% 3.6% 10.8%	23.3% 19.8% 5.8% 15.1%
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	14 7 13 9 7	1997-98 19 10 8 9 10	1998-99 15 12 7 6 12	1999-00 22 16 3 9 10	20 17 5 13 9	20.0% 10.0% 18.6% 12.9% 10.0%	25.7% 13.5% 10.8% 12.2% 13.5%	1998-99 20.8% 16.7% 9.7% 8.3% 16.7%	1999-00 26.5% 19.3% 3.6% 10.8% 12.0%	23.3% 19.8% 5.8% 15.1% 10.5%
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	14 7 13 9	1997-98 19 10 8 9	1998-99 15 12 7 6	1999-00 22 16 3 9	20 17 5 13	20.0% 10.0% 18.6% 12.9%	1997-98 25.7% 13.5% 10.8% 12.2%	1998-99 20.8% 16.7% 9.7% 8.3%	1999-00 26.5% 19.3% 3.6% 10.8%	23.3% 19.8% 5.8% 15.1%

Average Experience

13.5

12.4

12.3

12.7

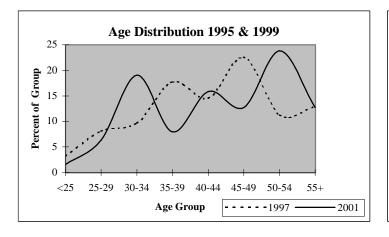
13.1

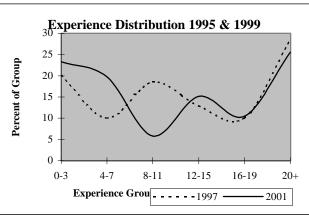
		District Counts					District Rates				
Attrition	1996-97 19	97-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	8	8	1	4	-	9.6%	9.3%	1.2%	4.2%	-	
Attrition from Transfers	1	0	0	1	-	1.2%	0.0%	0.0%	1.0%	-	
Attrition from Exits	7	8	1	3	-	8.4%	9.3%	1.2%	3.1%	-	
Teacher Attrition	6	7	1	4	-	8.6%	9.5%	1.4%	4.8%	-	
Attrition from Transfers	1	0	0	1	-	1.4%	0.0%	0.0%	1.2%	-	
Attrition from Exits	5	7	1	3	-	7.1%	9.5%	1.4%	3.6%	-	
District Retention											
<b>Educator Retention</b>	75	78	82	92	-	90.4%	90.7%	98.8%	95.8%	-	
Teacher Retention	64	67	71	79	-	91.4%	90.5%	98.6%	95.2%	-	

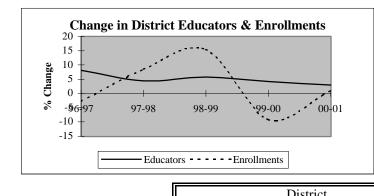
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	81.8%	9.1%	9.1%					
1 Year of Experience	100.0%	0.0%	0.0%					
2 Years of Experience	86.4%	4.5%	9.1%					
3 Years of Experience	85.7%	0.0%	14.3%					
4 Years of Experience	100.0%	0.0%	0.0%					
5 Years of Experience	87.5%	6.3%	6.3%					

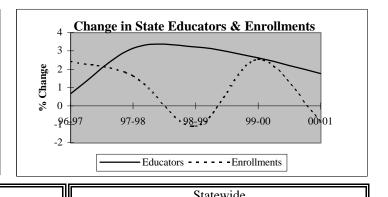
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distr	ict Percent	tages			Statew	ide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										•
Race	6.9%	11.3%	13.0%	19.8%	20.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.6%	8.2%	8.7%	11.5%	9.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.2%	0.0%	0.0%	1.0%	1.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.2%	89.5%	91.6%	84.4%	87.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	2.4%	1.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.6%	10.5%	6.0%	13.5%	11.5%	8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s			<del></del>				<u> </u>		
Student to Educator Ratio	17.0	17.6	19.2	16.8	16.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.6	20.2	22.0	19.3	18.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	106	63	85	66	49	-	-	-	-	-
% Change in Educators	8.1%	4.4%	5.7%	4.2%	3.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-696	2,042	4,027	-2,781	276	-	-	-	-	-
% Change in Enrollment:	-2.8%	8.5%	15.4%	-9.2%	1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	1.6%	1.8%	1.5%	1.3%	12.4%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	4.2%	4.3%	4.3%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.7%	8.7%	8.4%	8.7%	9.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.9%	8.4%	7.7%	7.4%	7.9%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	4.8%	8.1%	10.4%	10.0%	10.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	58.7%	61.3%	59.7%	61.4%	60.9%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.4	41.4	41.4	41.6	41.5	43.3	43.5	43.6	43.7	43.9
Average Experience	11.6	11.3	11.0	11.1	11.1	13.8	13.7	13.7	13.4	13.3
Average Salary	30,826	31,084	32,475	33,752	34,264	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	8.2%	8.6%	7.6%	7.2%	7.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	83.0%	82.0%	81.4%	81.4%	80.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	11.2%	10.9%	11.0%	11.0%	10.8%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	30.4%	na	32.1%	32.6%	33.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.1%	2.8%	2.2%	2.6%	2.3%	1.7%	1.6%	1.8%	1.8%	1.8%

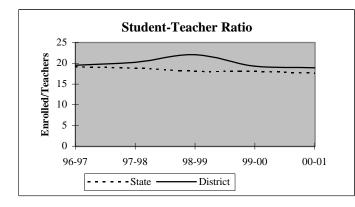
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	1,419	1,482	1,567	1,633	1,682		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,221	1,293	1,340	1,425	1,479		86.0%	87.2%	85.5%	87.3%	87.9%
Newly Hired	198	189	227	208	203		14.0%	12.8%	14.5%	12.7%	12.1%
Transfers In	19	17	9	9	17		9.6%	9.0%	4.0%	4.3%	8.4%
Reentrants	85	62	89	86	84		42.9%	32.8%	39.2%	41.3%	41.4%
First Time Educators	94	110	129	113	102		47.5%	58.2%	56.8%	54.3%	50.2%
Total Exiting Next Year	126	142	142	154	-		8.9%	9.6%	9.1%	9.4%	-
Transfers Out	18	16	20	20	-		14.3%	11.3%	14.1%	13.0%	-
Leave Tennessee Educ.	108	126	122	134	-		85.7%	88.7%	85.9%	87.0%	-

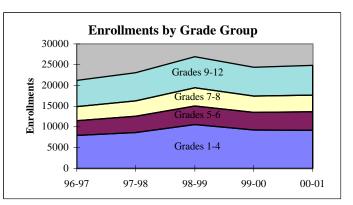
Dynamics Rates	District Rates								
District Attrition	8.9%	9.6%	9.1%	9.4%	-				
Transfers In/Out	1.06	1.06	0.45	0.45	-				

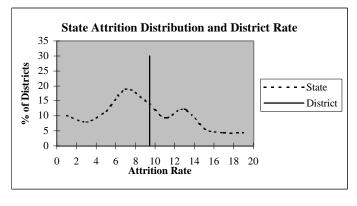
### District Report for: MONTGOMERY COUNTY

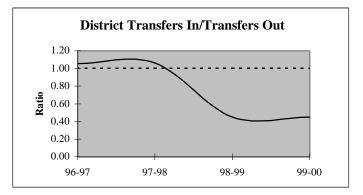
		Dist	rict Count	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	1,419	1,482	1,567	1,633	1,682	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	63	62	67	70	69	4.4%	4.2%	4.3%	4.3%	4.1%	
Professional Staff	124	129	132	142	151	8.7%	8.7%	8.4%	8.7%	9.0%	
Total Teachers	1,232	1,291	1,368	1,421	1,462	86.8%	87.1%	87.3%	87.0%	86.9%	
Special Education	138	141	151	156	158	11.2%	10.9%	11.0%	11.0%	10.8%	
Pre-K & Kindergarten	104	107	106	109	109	8.4%	8.3%	7.7%	7.7%	7.5%	
Elementary (1-4)	474	497	521	557	566	38.5%	38.5%	38.1%	39.2%	38.7%	
Middle School (5-6)	145	151	156	146	158	11.8%	11.7%	11.4%	10.3%	10.8%	
Jr. High (7-8)	117	118	136	146	155	9.5%	9.1%	9.9%	10.3%	10.6%	
High School (9-12)	254	277	298	307	316	20.6%	21.5%	21.8%	21.6%	21.6%	
Business	11	11	13	13	13	4.3%	4.0%	4.4%	4.2%	4.1%	
Language Arts	46	43	49	55	53	18.1%	15.5%	16.4%	17.9%	16.8%	
Social Studies	31	30	35	37	42	12.2%	10.8%	11.7%	12.1%	13.3%	
Foreign Language	17	20	20	21	22	6.7%	7.2%	6.7%	6.8%	7.0%	
Mathematics	39	40	45	45	47	15.4%	14.4%	15.1%	14.7%	14.9%	
Science	33	31	39	43	44	13.0%	11.2%	13.1%	14.0%	13.9%	
Vocational Education	38	40	39	42	41	15.0%	14.4%	13.1%	13.7%	13.0%	
Other High School	39	62	58	51	54	15.4%	22.4%	19.5%	16.6%	17.1%	

Total Enrollments	24,090	26,132	30,159	27,378	27,654	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	2,387	2,309	2,484	2,298	2,207	9.9%	8.8%	8.2%	8.4%	8.0%
Grades 1-4	7,972	8,660	10,595	9,280	9,169	33.1%	33.1%	35.1%	33.9%	33.2%
Grades 5-6	3,490	3,884	4,460	4,219	4,476	14.5%	14.9%	14.8%	15.4%	16.2%
Grades 7-8	3,408	3,738	4,402	3,905	4,016	14.1%	14.3%	14.6%	14.3%	14.5%
Grades 9-12	6,329	6,798	7,443	6,970	7,147	26.3%	26.0%	24.7%	25.5%	25.8%
Ungraded	504	743	775	706	639	2.1%	2.8%	2.6%	2.6%	2.3%









Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	63	62	67	70	69	4.6%	4.4%	4.5%	4.6%	4.4%
White - Females	36	36	37	40	39	57.1%	58.1%	55.2%	57.1%	56.5%
White - Males	24	21	23	23	23	38.1%	33.9%	34.3%	32.9%	33.3%
Black - Females	1	2	3	3	3	1.6%	3.2%	4.5%	4.3%	4.3%
Black - Males	2	3	4	4	4	3.2%	4.8%	6.0%	5.7%	5.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	118	121	123	133	141	8.7%	8.6%	8.3%	8.7%	8.9%
White - Females	96	96	97	105	110	81.4%	79.3%	78.9%	78.9%	78.0%
White - Males	14	18	17	17	18	11.9%	14.9%	13.8%	12.8%	12.8%
Black - Females	6	5	7	8	10	5.1%	4.1%	5.7%	6.0%	7.1%
Black - Males	2	2	2	3	3	1.7%	1.7%	1.6%	2.3%	2.1%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	1,179	1,226	1,295	1,332	1,368	86.7%	87.0%	87.2%	86.8%	86.7%
White - Females	911	942	994	1,034	1,045	77.3%	76.8%	76.8%	77.6%	76.4%
White - Males	171	178	202	202	218	14.5%	14.5%	15.6%	15.2%	15.9%
Black - Females	76	77	71	71	73	6.4%	6.3%	5.5%	5.3%	5.3%
Black - Males	14	16	16	14	15	1.2%	1.3%	1.2%	1.1%	1.1%
Other - Females	5	9	8	7	12	0.4%	0.7%	0.6%	0.5%	0.9%
Other - Males	2	4	4	4	5	0.2%	0.3%	0.3%	0.3%	0.4%
Age Distribution		Dis	trict Cour	nts			Distr	ict Percenta	ages	
Age Distribution Teachers by Age Group	1996-97 1				2000-01	1996-97	Distr	ict Percenta	ages 1999-00	2000-01
Teachers by Age Group	1996-97 1	997-98			2000-01	الــــــــــــــــــــــــا				2000-01
Teachers by Age Group Up to 24	23	997-98	1998-99 18	1999-00 28	23	2.2%	1997-98 1.8%	1998-99 1.6%	1999-00	2.0%
Teachers by Age Group Up to 24 25-29	23 152	997-98 20 161	1998-99 18 158	1999-00 28 157	23 151	2.2% 14.6%	1997-98 1.8% 14.8%	1998-99 1.6% 13.9%	1999-00 2.4% 13.7%	2.0% 13.2%
Teachers by Age Group Up to 24 25-29 30-34	23 152 122	20 161 139	1998-99 18 158 164	1999-00 28 157 158	23 151 175	2.2% 14.6% 11.7%	1997-98 1.8% 14.8% 12.8%	1998-99 1.6% 13.9% 14.5%	1999-00 2.4% 13.7% 13.8%	2.0% 13.2% 15.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39	23 152 122 152	20 161 139 159	1998-99 18 158 164 152	1999-00 28 157 158 154	23 151 175 148	2.2% 14.6% 11.7% 14.6%	1997-98 1.8% 14.8% 12.8% 14.6%	1998-99 1.6% 13.9% 14.5% 13.4%	1999-00 2.4% 13.7% 13.8% 13.5%	2.0% 13.2% 15.4% 13.0%
Teachers by Age Group Up to 24 25-29 30-34	23 152 122	997-98 20 161 139 159 167	1998-99 18 158 164	1999-00 28 157 158	23 151 175	2.2% 14.6% 11.7% 14.6% 16.5%	1997-98 1.8% 14.8% 12.8% 14.6% 15.4%	1998-99 1.6% 13.9% 14.5% 13.4% 16.1%	1999-00 2.4% 13.7% 13.8%	2.0% 13.2% 15.4% 13.0% 13.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	23 152 122 152 172 172 186	20 161 139 159 167 185	18 158 164 152 183 191	28 157 158 154 171 190	23 151 175 148 159 190	2.2% 14.6% 11.7% 14.6% 16.5% 17.8%	1997-98 1.8% 14.8% 12.8% 14.6%	1998-99 1.6% 13.9% 14.5% 13.4%	1999-00 2.4% 13.7% 13.8% 13.5% 14.9%	2.0% 13.2% 15.4% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	23 152 122 152 172	20 161 139 159 167 185 144	1998-99 18 158 164 152 183	28 157 158 154 171 190 153	23 151 175 148 159 190 169	2.2% 14.6% 11.7% 14.6% 16.5%	1.8% 14.8% 12.8% 14.6% 15.4% 17.0%	1998-99 1.6% 13.9% 14.5% 13.4% 16.1% 16.8%	1999-00 2.4% 13.7% 13.8% 13.5% 14.9% 16.6%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	23 152 122 152 172 186 126 111	20 161 139 159 167 185 144 111	18 158 164 152 183 191 148 120	28 157 158 154 171 190 153 133	23 151 175 148 159 190 169 125	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1%	1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3%	1998-99 1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1%	1999-00 2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	23 152 122 152 172 186 126	20 161 139 159 167 185 144	18 158 164 152 183 191 148	28 157 158 154 171 190 153	23 151 175 148 159 190 169	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1%	1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3%	1998-99 1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1%	1999-00 2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	23 152 122 152 172 186 126 111	20 161 139 159 167 185 144 111	18 158 164 152 183 191 148 120	28 157 158 154 171 190 153 133	23 151 175 148 159 190 169 125	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1%	1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3%	1998-99 1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1%	1999-00 2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	23 152 122 152 172 186 126 111	20 161 139 159 167 185 144 111 41.4	18 158 164 152 183 191 148 120 41.4	28 157 158 154 171 190 153 133 41.6	23 151 175 148 159 190 169 125	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1%	1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3% 10.2%	1998-99 1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1% 10.6%	1999-00 2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4% 11.6%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	23 152 122 152 172 186 126 111 41.4	997-98 20 161 139 159 167 185 144 111 41.4	18 158 164 152 183 191 148 120 41.4	1999-00 28 157 158 154 171 190 153 133 41.6	23 151 175 148 159 190 169 125 41.5	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1% 10.6%	1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3% 10.2%	1998-99 1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1% 10.6%	1999-00 2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4% 11.6%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	23 152 122 152 172 186 126 111 41.4	997-98 20 161 139 159 167 185 144 111 41.4	18 158 164 152 183 191 148 120 41.4 trict Cour	1999-00 28 157 158 154 171 190 153 133 41.6	23 151 175 148 159 190 169 125 41.5	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1% 10.6%	1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3% 10.2%  Distr 1997-98	1998-99 1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1% 10.6% ict Percenta	1999-00  2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4% 11.6%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	23 152 122 152 172 186 126 111 41.4	997-98 20 161 139 159 167 185 144 111 41.4 Dis	18 158 164 152 183 191 148 120 41.4 trict Cour 1998-99	1999-00 28 157 158 154 171 190 153 133 41.6 1999-00 409	23 151 175 148 159 190 169 125 41.5	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1% 10.6%	1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3% 10.2%  Distr 1997-98	1998-99  1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1% 10.6%  ict Percenta 1998-99 30.3%	1999-00  2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4% 11.6%  ages 1999-00 28.8%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	23 152 122 152 172 186 126 111 41.4	997-98 20 161 139 159 167 185 144 111 41.4 Dis 997-98 377 241	18 158 164 152 183 191 148 120 41.4 trict Cour 1998-99 415 271	1999-00 28 157 158 154 171 190 153 133 41.6 hts 1999-00 409 302	23 151 175 148 159 190 169 125 41.5 2000-01 405 312	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1% 10.6% 1996-97 28.9% 16.6%	1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3% 10.2%  Distr 1997-98	1998-99 1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1% 10.6%  ict Percenta 1998-99 30.3% 19.8%	1999-00  2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4% 11.6%  1999-00  28.8% 21.3%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8% 11.0%  2000-01  27.7% 21.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	23 152 122 152 172 186 126 111 41.4 1996-97 1 356 204 132	997-98 20 161 139 159 167 185 144 111 41.4 Dis 997-98 377 241 145	18 158 164 152 183 191 148 120 41.4 trict Cour 1998-99 415 271 139	1999-00 28 157 158 154 171 190 153 133 41.6 hts 1999-00 409 302 155	23 151 175 148 159 190 169 125 41.5 2000-01 405 312 181	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1% 10.6%  1996-97  28.9% 16.6% 10.7%	1997-98 1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3% 10.2%  Distr 1997-98 29.2% 18.7% 11.2%	1998-99 1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1% 10.6%  ict Percenta 1998-99 30.3% 19.8% 10.2%	1999-00  2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4% 11.6%  1999-00  28.8% 21.3% 10.9%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8% 11.0%  2000-01 27.7% 21.3% 12.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	23 152 122 152 172 186 126 111 41.4 1996-97 1 356 204 132 128	997-98 20 161 139 159 167 185 144 111 41.4 Dis 997-98 377 241 145 115	18 158 164 152 183 191 148 120 41.4  trict Cour 1998-99 415 271 139 127	1999-00 28 157 158 154 171 190 153 133 41.6 1999-00 409 302 155 128	23 151 175 148 159 190 169 125 41.5 2000-01 405 312 181 130	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1% 10.6%  1996-97  28.9% 16.6% 10.7% 10.4%	1997-98 1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3% 10.2%  Distr 1997-98 29.2% 18.7% 11.2% 8.9%	1998-99  1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1% 10.6%  ict Percenta 1998-99  30.3% 19.8% 10.2% 9.3%	1999-00  2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4% 11.6%  1999-00  28.8% 21.3% 10.9% 9.0%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8% 11.0%  2000-01  27.7% 21.3% 12.4% 8.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	23 152 122 152 172 186 126 111 41.4 1996-97 1 356 204 132 128 106	997-98 20 161 139 159 167 185 144 111 41.4  Dis 997-98 21 145 115 109	18 158 164 152 183 191 148 120 41.4  trict Cour 1998-99 415 271 139 127 100	1999-00 28 157 158 154 171 190 153 133 41.6 1999-00 409 302 155 128 109	23 151 175 148 159 190 169 125 41.5 2000-01 405 312 181 130 106	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1% 10.6%  1996-97  28.9% 16.6% 10.7% 10.4% 8.6%	1997-98 1.8% 14.8% 14.8% 14.6% 15.4% 17.0% 13.3% 10.2%  Distr 1997-98 29.2% 18.7% 11.2% 8.9% 8.4%	1998-99  1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1% 10.6%  ict Percenta 1998-99  30.3% 19.8% 10.2% 9.3% 7.3%	1999-00  2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4% 11.6%  1999-00  28.8% 21.3% 10.9% 9.0% 7.7%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8% 11.0%  2000-01  27.7% 21.3% 12.4% 8.9% 7.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	23 152 122 152 172 186 126 111 41.4 1996-97 1 356 204 132 128	997-98 20 161 139 159 167 185 144 111 41.4 Dis 997-98 377 241 145 115	18 158 164 152 183 191 148 120 41.4  trict Cour 1998-99 415 271 139 127	1999-00 28 157 158 154 171 190 153 133 41.6 1999-00 409 302 155 128	23 151 175 148 159 190 169 125 41.5 2000-01 405 312 181 130	2.2% 14.6% 11.7% 14.6% 16.5% 17.8% 12.1% 10.6%  1996-97  28.9% 16.6% 10.7% 10.4%	1997-98 1.8% 14.8% 12.8% 14.6% 15.4% 17.0% 13.3% 10.2%  Distr 1997-98 29.2% 18.7% 11.2% 8.9%	1998-99  1.6% 13.9% 14.5% 13.4% 16.1% 16.8% 13.1% 10.6%  ict Percenta 1998-99  30.3% 19.8% 10.2% 9.3%	1999-00  2.4% 13.7% 13.8% 13.5% 14.9% 16.6% 13.4% 11.6%  1999-00  28.8% 21.3% 10.9% 9.0%	2.0% 13.2% 15.4% 13.0% 13.9% 16.7% 14.8% 11.0%  2000-01  27.7% 21.3% 12.4% 8.9%

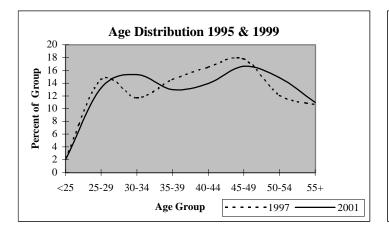
## District Report for: MONTGOMERY COUNTY

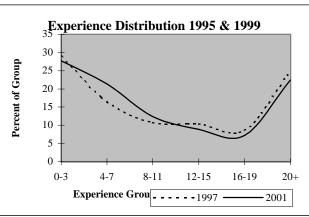
		Dis	trict Cour	nts				D	istrict Rate	S	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	199	96-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	126	142	142	154	-		8.9%	9.6%	9.1%	9.4%	-
Attrition from Transfers	18	16	20	20	-		1.3%	1.1%	1.3%	1.2%	-
Attrition from Exits	108	126	122	134	=		7.6%	8.5%	7.8%	8.2%	-
Teacher Attrition	115	130	134	147	-		9.3%	10.1%	9.8%	10.3%	-
Attrition from Transfers	18	14	19	18	-		1.5%	1.1%	1.4%	1.3%	-
Attrition from Exits	97	116	115	129	-		7.9%	9.0%	8.4%	9.1%	-
District Retention											
<b>Educator Retention</b>	1,293	1,340	1,425	1,479	-	9	91.1%	90.4%	90.9%	90.6%	-
Teacher Retention	1,117	1,161	1,234	1,274	-	9	90.7%	89.9%	90.2%	89.7%	-

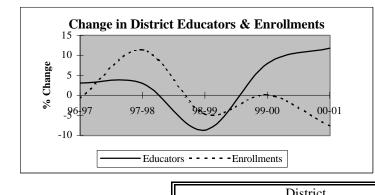
Teacher Retention	Di	strict Rate	es
5 Year Average Retention Rate	Retained '	Transfer	Attrition
New Entrants	80.9%	3.0%	16.1%
1 Year of Experience	87.0%	1.2%	11.8%
2 Years of Experience	85.3%	1.8%	12.9%
3 Years of Experience	90.4%	1.5%	8.1%
4 Years of Experience	87.5%	1.9%	10.6%
5 Years of Experience	89.0%	2.3%	8.7%

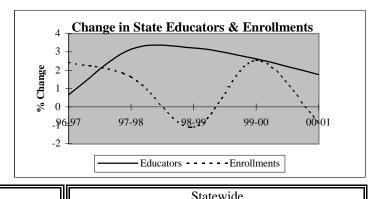
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages			Statev	ide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	12.3%	17.7%	23.2%	25.6%	25.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.8%	13.6%	17.9%	16.4%	15.4%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	2.0%	1.3%	1.9%	1.7%	1.5%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	84.9%	86.8%	84.0%	85.5%	86.7%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.1%	0.2%	0.1%	0.2%	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	12.9%	11.7%	14.0%	12.6%	11.5%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									
Student to Educator Ratio	15.4	16.6	17.3	16.1	13.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.7	20.1	21.4	19.9	16.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	2	2	-6	5	8	-	-	-	-	-
% Change in Educators	3.1%	3.0%	-8.7%	7.9%	11.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-7	117	-54	1	-84	-	-	-	-	-
% Change in Enrollments	-0.7%	11.4%	-4.7%	0.1%	-7.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	2.6%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.0%	5.8%	7.9%	7.4%	6.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.9%	11.6%	11.1%	11.8%	10.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.0%	2.9%	3.3%	4.5%	4.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	40.0%	40.0%	40.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.1	43.2	44.6	44.4	44.4	43.3	43.5	43.6	43.7	43.9
Average Experience	14.6	15.4	16.8	16.2	15.8	13.8	13.7	13.7	13.4	13.3
Average Salary	31,567	31,556	32,572	34,742	34,495	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.7%	3.6%	4.1%	5.7%	4.9%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.2%	73.7%	76.5%	74.5%	76.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	5.5%	7.0%	3.9%	7.3%	6.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	5.0%	na	4.7%	4.2%	3.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.0%	0.2%	0.0%	0.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%

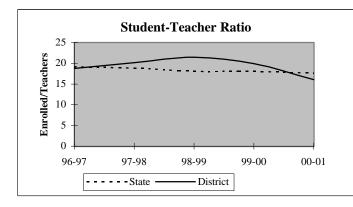
		Dis	strict Cou	nts				Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	67	69	63	68	76		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	61	65	61	59	66		91.0%	94.2%	96.8%	86.8%	86.8%
Newly Hired	6	4	2	9	10	Ш	9.0%	5.8%	3.2%	13.2%	13.2%
Transfers In	1	2	1	2	1		16.7%	50.0%	50.0%	22.2%	10.0%
Reentrants	3	1	1	3	6		50.0%	25.0%	50.0%	33.3%	60.0%
First Time Educators	2	1	0	4	3		33.3%	25.0%	0.0%	44.4%	30.0%
Total Exiting Next Year	2	8	4	2	-	Ш	3.0%	11.6%	6.3%	2.9%	-
Transfers Out	0	0	0	1	-	-	0.0%	0.0%	0.0%	50.0%	-
Leave Tennessee Educ.	2	8	4	1	-		100.0%	100.0%	100.0%	50.0%	-

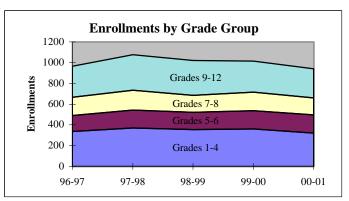
Dynamics Rates	District Rates						
District Attrition	3.0%	11.6%	6.3%	2.9%	-		
Transfers In/Out	nc	nc	nc	2.00	-		

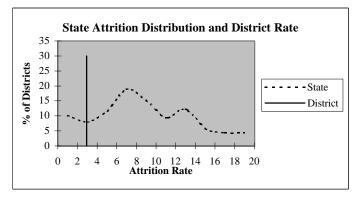
# District Report for: MOORE COUNTY

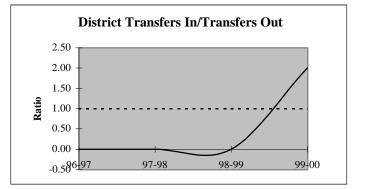
		Dis	trict Coun	its			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	67	69	63	68	76	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	5	5	5	6.0%	5.8%	7.9%	7.4%	6.6%
Professional Staff	8	8	7	8	8	11.9%	11.6%	11.1%	11.8%	10.5%
Total Teachers	55	57	51	55	63	82.1%	82.6%	81.0%	80.9%	82.9%
Special Education	3	4	2	4	4	5.5%	7.0%	3.9%	7.3%	6.3%
Pre-K & Kindergarten	4	4	4	4	3	7.3%	7.0%	7.8%	7.3%	4.8%
Elementary (1-4)	19	18	18	15	20	34.5%	31.6%	35.3%	27.3%	31.7%
Middle School (5-6)	6	6	6	7	8	10.9%	10.5%	11.8%	12.7%	12.7%
Jr. High (7-8)	6	5	6	6	7	10.9%	8.8%	11.8%	10.9%	11.1%
High School (9-12)	17	20	15	19	21	30.9%	35.1%	29.4%	34.5%	33.3%
Business	0	1	1	0	1	0.0%	5.0%	6.7%	0.0%	4.8%
Language Arts	2	2	2	2	2	11.8%	10.0%	13.3%	10.5%	9.5%
Social Studies	1	1	1	2	2	5.9%	5.0%	6.7%	10.5%	9.5%
Foreign Language	1	1	0	1	1	5.9%	5.0%	0.0%	5.3%	4.8%
Mathematics	3	2	2	4	2	17.6%	10.0%	13.3%	21.1%	9.5%
Science	2	3	2	2	3	11.8%	15.0%	13.3%	10.5%	14.3%
Vocational Education	4	4	4	4	4	23.5%	20.0%	26.7%	21.1%	19.0%
Other High School	4	6	3	4	6	23.5%	30.0%	20.0%	21.1%	28.6%
Total Enrollments	1.030	1 1/17	1 003	1 09/	1.010	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	1,030	1,147	1,093	1,094	1,010	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	65	68	71	79	70	6.3%	5.9%	6.5%	7.2%	6.9%
Grades 1-4	337	370	356	361	320	32.7%	32.3%	32.6%	33.0%	31.7%
Grades 5-6	152	174	164	176	177	14.8%	15.2%	15.0%	16.1%	17.5%
Grades 7-8	176	189	165	178	163	17.1%	16.5%	15.1%	16.3%	16.1%
Grades 9-12	300	344	335	300	280	29.1%	30.0%	30.6%	27.4%	27.7%
Ungraded	0	2	2	0	0	0.0%	0.2%	0.2%	0.0%	0.0%









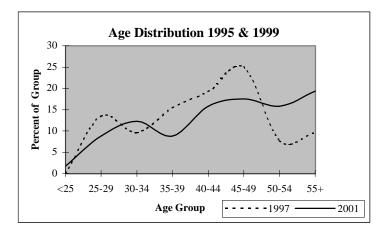
			ict Count					ict Percent	4505	
Profile by	1996-97	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	4	4	5	5	5	6.1%	5.9%	8.2%	7.6%	6.8%
White - Females	1	1	2	2	2	25.0%	25.0%	40.0%	40.0%	40.0%
White - Males	3	3	3	3	3	75.0%	75.0%	60.0%	60.0%	60.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	8	8	7	8	8	12.1%	11.8%	11.5%	12.1%	10.8%
White - Females	5	5	5	6	6	62.5%	62.5%	71.4%	75.0%	75.0%
White - Males	3	3	2	2	2	37.5%	37.5%	28.6%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	54	56	49	53	61	81.8%	82.4%	80.3%	80.3%	82.4%
White - Females	41	40	37	38	45	75.9%	71.4%	75.5%	71.7%	73.8%
White - Males	11	14	10	12	13	20.4%	25.0%	20.4%	22.6%	21.3%
Black - Females	2	2	2	3	3	3.7%	3.6%	4.1%	5.7%	4.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dietr	ict Count	<u> </u>		Г	Dietr	ict Percent	ages	
Age Distribution	1996 97 1		ict Count		000 01	1996 97		ict Percent		2000.01
Teachers by Age Group		997-98 1	998-99 1	999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	0	997-98 1	998-99 1	999-00 2	1	0.0%	1997-98	1998-99	1999-00	1.8%
Teachers by Age Group Up to 24 25-29	0 7	997-98 1 0 6	998-99 1 0 3	999-00 2 2 2	1 5	0.0% 13.5%	1997-98 0.0% 11.3%	1998-99 0.0% 6.4%	1999-00 3.9% 3.9%	1.8% 8.8%
Teachers by Age Group Up to 24 25-29 30-34	0 7 5	997-98 1 0 6 3	998-99 1 0 3 5	999-00 2 2 2 6	1 5 7	0.0% 13.5% 9.6%	1997-98 0.0% 11.3% 5.7%	1998-99 0.0% 6.4% 10.6%	1999-00 3.9% 3.9% 11.8%	1.8% 8.8% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39	0 7 5 8	997-98 1 0 6 3 7	998-99 1 0 3 5 5	999-00 2 2 2 6 6	1 5 7 5	0.0% 13.5% 9.6% 15.4%	0.0% 11.3% 5.7% 13.2%	1998-99 0.0% 6.4% 10.6% 10.6%	1999-00 3.9% 3.9% 11.8% 11.8%	1.8% 8.8% 12.3% 8.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	0 7 5 8 10	997-98 1 0 6 3 7 13	998-99 1 0 3 5 5 8	999-00 2 2 2 6 6 9	1 5 7 5 9	0.0% 13.5% 9.6% 15.4% 19.2%	0.0% 11.3% 5.7% 13.2% 24.5%	1998-99 0.0% 6.4% 10.6% 10.6% 17.0%	1999-00 3.9% 3.9% 11.8% 11.8% 17.6%	1.8% 8.8% 12.3% 8.8% 15.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 7 5 8 10 13	997-98 1 0 6 3 7 13 12	998-99 1 0 3 5 5 8 12	999-00 2 2 2 6 6 9 8	1 5 7 5 9 10	0.0% 13.5% 9.6% 15.4% 19.2% 25.0%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6%	0.0% 6.4% 10.6% 10.6% 17.0% 25.5%	3.9% 3.9% 11.8% 11.8% 17.6% 15.7%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 7 5 8 10 13 4	997-98 1 0 6 3 7 13 12 6	998-99 1 0 3 5 5 8 12 9	999-00 2 2 6 6 9 8 12	1 5 7 5 9 10 9	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3%	0.0% 6.4% 10.6% 17.0% 25.5% 19.1%	3.9% 3.9% 11.8% 11.8% 17.6% 15.7% 23.5%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 7 5 8 10 13	997-98 1 0 6 3 7 13 12	998-99 1 0 3 5 5 8 12	999-00 2 2 2 6 6 9 8	1 5 7 5 9 10	0.0% 13.5% 9.6% 15.4% 19.2% 25.0%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6%	0.0% 6.4% 10.6% 10.6% 17.0% 25.5%	3.9% 3.9% 11.8% 11.8% 17.6% 15.7%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 7 5 8 10 13 4	997-98 1 0 6 3 7 13 12 6	998-99 1 0 3 5 5 8 12 9	999-00 2 2 6 6 9 8 12	1 5 7 5 9 10 9	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3%	0.0% 6.4% 10.6% 17.0% 25.5% 19.1%	3.9% 3.9% 11.8% 11.8% 17.6% 15.7% 23.5%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 7 5 8 10 13 4 5	997-98 1 0 6 3 7 13 12 6 6	998-99 1 0 3 5 5 8 12 9 5	999-00 2 2 6 6 9 8 12 6	1 5 7 5 9 10 9	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3%	0.0% 6.4% 10.6% 17.0% 25.5% 19.1%	3.9% 3.9% 11.8% 11.8% 17.6% 15.7% 23.5%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 7 5 8 10 13 4 5	997-98 1 0 6 3 7 13 12 6 6 43.2	998-99 1 0 3 5 5 8 12 9 5	999-00 2 2 6 6 9 8 12 6 44.4	1 5 7 5 9 10 9	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3% 11.3%	0.0% 6.4% 10.6% 17.0% 25.5% 19.1%	3.9% 3.9% 11.8% 11.8% 17.6% 15.7% 23.5% 11.8%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 7 5 8 10 13 4 5	997-98 1 0 6 3 7 13 12 6 6 6 43.2	998-99 1 0 3 5 5 8 12 9 5 44.6	999-00 2 2 6 6 9 8 12 6 44.4	1 5 7 5 9 10 9 11 44.4	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7% 9.6%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3% 11.3%	0.0% 6.4% 10.6% 17.0% 25.5% 19.1% 10.6%	3.9% 3.9% 11.8% 11.8% 17.6% 15.7% 23.5% 11.8%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 7 5 8 10 13 4 5 42.1	997-98 1 0 6 3 7 13 12 6 6 6 43.2	998-99 1 0 3 5 5 8 12 9 5 44.6	999-00 2 2 6 6 9 8 12 6 44.4	1 5 7 5 9 10 9 11 44.4	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7% 9.6%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3% 11.3%	1998-99 0.0% 6.4% 10.6% 17.0% 25.5% 19.1% 10.6% ict Percent:	1999-00 3.9% 3.9% 11.8% 17.6% 15.7% 23.5% 11.8%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8% 19.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 7 5 8 10 13 4 5 42.1	997-98 1	998-99 1 0 3 5 5 8 12 9 5 44.6	999-00 2 2 6 6 9 8 12 6 44.4	1 5 7 5 9 10 9 11 44.4	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7% 9.6%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3% 11.3% 11.3%  Distr 1997-98 8.8%	0.0% 6.4% 10.6% 17.0% 25.5% 19.1% 10.6% ict Percent:	1999-00 3.9% 3.9% 11.8% 11.8% 17.6% 15.7% 23.5% 11.8%  ages 1999-00 10.9%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8% 19.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 7 5 8 10 13 4 5 42.1	997-98 1 1 0 6 3 7 13 12 6 6 43.2 Distr 997-98 1 5	998-99 1 0 3 5 5 8 12 9 5 44.6	999-00 2 2 6 6 9 8 12 6 44.4	1 5 7 5 9 10 9 11 44.4	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7% 9.6%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3% 11.3% Distr 1997-98	1998-99 0.0% 6.4% 10.6% 17.0% 25.5% 19.1% 10.6% ict Percenta 1998-99 3.9% 15.7%	1999-00 3.9% 3.9% 11.8% 17.6% 15.7% 23.5% 11.8% 1999-00 10.9% 12.7%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8% 19.3% 2000-01 15.9% 11.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 7 5 8 10 13 4 5 42.1	997-98 11 0 6 3 7 13 12 6 6 43.2 Distr 997-98 11 5 10 7	998-99 1 0 3 5 5 8 12 9 5 44.6	999-00 2 2 6 6 9 8 12 6 44.4 s 999-00 2 6 7 4	1 5 7 5 9 10 9 11 44.4	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7% 9.6%  1996-97 9.1% 16.4% 14.5%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3% 11.3% 11.3%  Distr 1997-98 8.8% 17.5% 12.3%	1998-99  0.0% 6.4% 10.6% 17.0% 25.5% 19.1% 10.6%  ict Percent: 1998-99  3.9% 15.7% 11.8%	1999-00 3.9% 3.9% 11.8% 17.6% 15.7% 23.5% 11.8%  11.8%  10.9% 12.7% 7.3%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8% 19.3% 2000-01 15.9% 11.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 7 5 8 10 13 4 5 42.1	997-98 11 0 6 3 7 13 12 6 6 43.2 Distr 997-98 11 5 10 7 5	998-99 1 0 3 5 5 8 12 9 5 44.6 ict Counts 998-99 1 2 8 6 4	999-00 2 2 6 6 9 8 12 6 44.4 s 999-00 2 4 9	1 5 7 5 9 10 9 11 44.4 000-01	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7% 9.6%  1996-97  9.1% 16.4% 14.5% 7.3%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3% 11.3%  Distr 1997-98 8.8% 17.5% 12.3% 8.8%	1998-99  0.0% 6.4% 10.6% 17.0% 25.5% 19.1% 10.6%  ict Percent: 1998-99 3.9% 15.7% 11.8% 7.8%	1999-00 3.9% 3.9% 11.8% 11.8% 17.6% 15.7% 23.5% 11.8%  1999-00 10.9% 12.7% 7.3% 16.4%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8% 19.3% 2000-01 15.9% 11.1% 7.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 7 5 8 10 13 4 5 42.1	997-98 11 0 6 3 7 13 12 6 6 43.2 Distr 997-98 11 5 10 7	998-99 1 0 3 5 5 8 12 9 5 44.6	999-00 2 2 6 6 9 8 12 6 44.4 s 999-00 2 6 7 4	1 5 7 5 9 10 9 11 44.4	0.0% 13.5% 9.6% 15.4% 19.2% 25.0% 7.7% 9.6%  1996-97 9.1% 16.4% 14.5%	0.0% 11.3% 5.7% 13.2% 24.5% 22.6% 11.3% 11.3% 11.3%  Distr 1997-98 8.8% 17.5% 12.3%	1998-99  0.0% 6.4% 10.6% 17.0% 25.5% 19.1% 10.6%  ict Percent: 1998-99  3.9% 15.7% 11.8%	1999-00 3.9% 3.9% 11.8% 17.6% 15.7% 23.5% 11.8%  11.8%  10.9% 12.7% 7.3%	1.8% 8.8% 12.3% 8.8% 15.8% 17.5% 15.8% 19.3% 2000-01 15.9% 11.1%

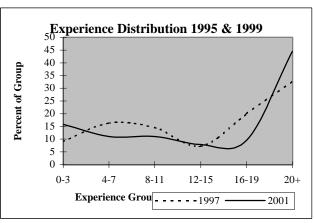
		Dis	trict Coun	nts		District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	2	8	4	2	-	3.0%	11.6%	6.3%	2.9%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	1.5%	-
Attrition from Exits	2	8	4	1	-	3.0%	11.6%	6.3%	1.5%	-
Teacher Attrition	2	7	4	2	-	3.6%	12.3%	7.8%	3.6%	-
Attrition from Transfers	0	0	0	1	-	0.0%	0.0%	0.0%	1.8%	-
Attrition from Exits	2	7	4	1	-	3.6%	12.3%	7.8%	1.8%	-
District Retention										
<b>Educator Retention</b>	65	61	59	66	-	97.0%	88.4%	93.7%	97.1%	-
Teacher Retention	53	50	47	53	-	96.4%	87.7%	92.2%	96.4%	-
Teacher Retention	Ī	Di	strict Rate	es			Statewic	le Rates		
5 Year Average Retention	Rate	Retained	Transfer	Attrition		Retained Transfer Total Attrition				

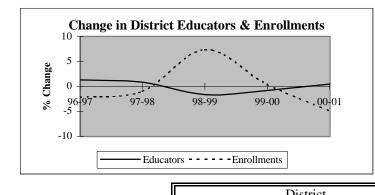
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	62.5%	25.0%	12.5%
1 Year of Experience	100.0%	0.0%	0.0%
2 Years of Experience	83.3%	0.0%	16.7%
3 Years of Experience	100.0%	0.0%	0.0%
4 Years of Experience	87.5%	12.5%	0.0%
5 Years of Experience	100.0%	0.0%	0.0%

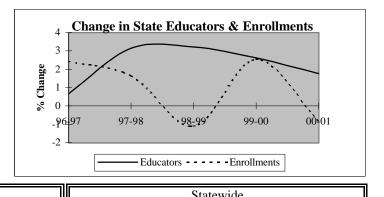
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	6.7%	5.5%	6.7%	13.0%	14.3%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.7%	5.5%	5.3%	5.8%	3.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	1.4%	0.0%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.5%	95.7%	98.4%	89.7%	88.2%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.5%	2.9%	1.6%	10.3%	11.8%		8.6%	9.3%	9.4%	11.0%	10.3%









	District							Statewide		2000-01 15.1 17.6 - 1.8% - -0.8%				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01				
Supply & Demand Indicator	'S					,								
Student to Educator Ratio	14.5	14.3	15.6	15.8	14.9	16.4	16.2	15.5	15.5	15.1				
Student to Teacher Ratio	16.9	16.5	18.0	18.2	17.5	19.2	18.8	18.1	18.0	17.6				
Change in Educators	3	2	-4	-2	1	-	-	-	-	-				
% Change in Educators	1.3%	0.8%	-1.6%	-0.8%	0.4%	0.7%	3.1%	3.2%	2.6%	1.8%				
Change in Enrollments	-78	-35	255	14	-184	-	-	-	-	-				
% Change in Enrollment	-2.2%	-1.0%	7.4%	0.4%	-4.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%				
Workforce														
% Part-Time	0.0%	0.0%	0.0%	0.0%	0.4%	0.7%	0.7%	0.7%	0.7%	6.9%				
% Administrative Staff	5.8%	7.0%	7.1%	6.8%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%				
% Professional Staff	8.3%	6.6%	6.3%	6.8%	8.0%	9.6%	9.5%	9.6%	9.6%	9.7%				
% Minority	0.0%	0.0%	0.0%	0.0%	0.4%	12.1%	12.3%	12.4%	12.6%	12.8%				
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%				
% Female in Admin.	21.4%	29.4%	29.4%	31.3%	43.8%	36.3%	37.4%	38.6%	40.6%	41.5%				
Teachers														
Average Age	40.1	40.1	40.9	41.3	42.7	43.3	43.5	43.6	43.7	43.9				
Average Experience	11.1	11.0	11.7	12.4	12.9	13.8	13.7	13.7	13.4	13.3				
Average Salary	29,800	29,706	30,982	32,045	32,115	33,907	34,370	35,839	36,884	36,619				
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%				
% Female Teachers	74.4%	73.8%	74.4%	74.6%	73.9%	79.2%	79.4%	79.4%	79.4%	79.6%				
% Special Ed. Teachers	9.2%	10.0%	9.7%	9.8%	10.3%	10.9%	10.8%	10.9%	10.8%	10.7%				
Enrollment														
% Minority	0.1%	na	0.1%	0.2%	0.2%	26.0%	na	26.5%	27.3%	27.7%				
% Special Education	1.3%	0.0%	1.0%	0.7%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%				
-														

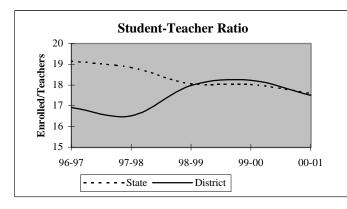
		Di	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	241	243	239	237	238	-	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	214	214	233	221	221		88.8%	88.1%	97.5%	93.2%	92.9%
Newly Hired	27	29	6	16	17	I	11.2%	11.9%	2.5%	6.8%	7.1%
Transfers In	4	4	0	1	1		14.8%	13.8%	0.0%	6.3%	5.9%
Reentrants	12	7	1	5	10		44.4%	24.1%	16.7%	31.3%	58.8%
First Time Educators	11	18	5	10	6		40.7%	62.1%	83.3%	62.5%	35.3%
Total Exiting Next Year	27	10	18	16	-	I	11.2%	4.1%	7.5%	6.8%	=
Transfers Out	10	3	12	7	-		37.0%	30.0%	66.7%	43.8%	-
Leave Tennessee Educ	17	7	6	9	_		63.0%	70.0%	33 3%	56 3%	_

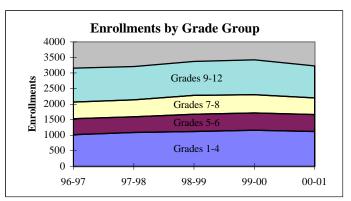
Dynamics Rates	District Rates									
District Attrition	11.2%	4.1%	7.5%	6.8%	-					
Transfers In/Out	0.40	1.33	0.00	0.14	-					

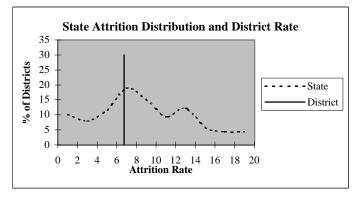
### District Report for: MORGAN COUNTY

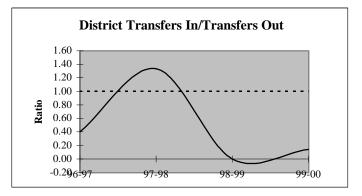
		District Counts					District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	241	243	239	237	238	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	14	17	17	16	16	5.8%	7.0%	7.1%	6.8%	6.7%		
Professional Staff	20	16	15	16	19	8.3%	6.6%	6.3%	6.8%	8.0%		
Total Teachers	207	210	207	205	203	85.9%	86.4%	86.6%	86.5%	85.3%		
Special Education	19	21	20	20	21	9.2%	10.0%	9.7%	9.8%	10.3%		
Pre-K & Kindergarten	18	17	16	16	15	8.7%	8.1%	7.7%	7.8%	7.4%		
Elementary (1-4)	65	60	59	64	62	31.4%	28.6%	28.5%	31.2%	30.5%		
Middle School (5-6)	26	23	25	24	26	12.6%	11.0%	12.1%	11.7%	12.8%		
Jr. High (7-8)	22	21	21	18	17	10.6%	10.0%	10.1%	8.8%	8.4%		
High School (9-12)	57	68	66	63	62	27.5%	32.4%	31.9%	30.7%	30.5%		
Business	4	3	4	3	5	7.0%	4.4%	6.1%	4.8%	8.1%		
Language Arts	8	9	9	10	8	14.0%	13.2%	13.6%	15.9%	12.9%		
Social Studies	4	5	5	7	7	7.0%	7.4%	7.6%	11.1%	11.3%		
Foreign Language	5	2	2	3	3	8.8%	2.9%	3.0%	4.8%	4.8%		
Mathematics	6	8	8	7	5	10.5%	11.8%	12.1%	11.1%	8.1%		
Science	4	4	4	4	4	7.0%	5.9%	6.1%	6.3%	6.5%		
Vocational Education	12	12	12	12	13	21.1%	17.6%	18.2%	19.0%	21.0%		
Other High School	14	25	22	17	17	24.6%	36.8%	33.3%	27.0%	27.4%		
Total Enrollments	3,501	3,466	3,721	3,735	3,551	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	3,501	3,466	3,721	3,735	3,551	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	288	260	321	286	282	8.2%	7.5%	8.6%	7.7%	7.9%
Grades 1-4	1,019	1,085	1,116	1,158	1,124	29.1%	31.3%	30.0%	31.0%	31.7%
Grades 5-6	513	510	565	563	541	14.7%	14.7%	15.2%	15.1%	15.2%
Grades 7-8	536	545	600	581	535	15.3%	15.7%	16.1%	15.6%	15.1%
Grades 9-12	1,089	1,066	1,090	1,122	1,024	31.1%	30.8%	29.3%	30.0%	28.8%
Ungraded	56	0	29	25	45	1.6%	0.0%	0.8%	0.7%	1.3%









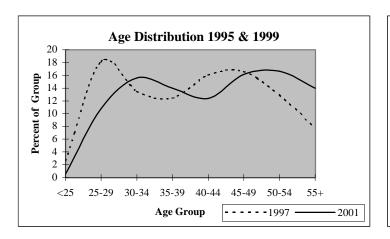
		DIS	trict Cour	its			Disti	ict Percent	ages	
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender		<u> </u>				<u> </u>				
Administrative	14	17	17	16	16	6.0%	7.3%	7.4%	7.0%	7.0%
White - Females	3	5	5	5	7	21.4%	29.4%	29.4%	31.3%	43.8%
White - Males	11	12	12	11	9	78.6%	70.6%	70.6%	68.8%	56.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	15	14	15	17	8.2%	6.4%	6.1%	6.5%	7.5%
White - Females	13	12	11	11	12	68.4%	80.0%	78.6%	73.3%	70.6%
White - Males	6	3	3	4	4	31.6%	20.0%	21.4%	26.7%	23.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	5.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	200	202	200	199	194	85.8%	86.3%	86.6%	86.5%	85.5%
White - Females	153	154	153	152	148	76.5%	76.2%	76.5%	76.4%	76.3%
White - Males	47	48	47	47	46	23.5%	23.8%	23.5%	23.6%	23.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dis	trict Cour	nts			Distr	rict Percent	ages	
Teachers by Age Group	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	5	6	3	3	1	2.6%	3.1%	1.5%	1.6%	0.5%
25-29	35	31	31	26	20	18.1%	15.9%	15.9%	13.5%	10.8%
30-34	26	28	26	31	29	13.5%	14.4%	13.3%	16.1%	15.6%
35-39	24	28	29	25	26	12.4%	14.4%	14.9%	13.0%	14.0%
40-45	31	31	28	28	23	16.1%	15.9%	14.4%	14.5%	12.4%
45-49	32	32	33	28	30	16.6%	16.4%	16.9%	14.5%	16.1%
50-54	25	26	31	34	31	13.0%	13.3%	15.9%	17.6%	16.7%
55+	15	13	14	18	26	7.8%	6.7%	7.2%	9.3%	14.0%
Average Age	40.1	40.1	40.9	41.3	42.7					
Experience Distribution		Dis	trict Cour	nts			Distr	rict Percent	ages	
Teachers by Experience	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	62	52	36	34	33	30.0%	24.8%	17.4%	16.6%	16.3%
4-7 Years	37	49	55	51	45	17.9%	23.3%	26.6%	24.9%	22.2%
8-11 Years	19	21	27	29	30	9.2%	10.0%	13.0%	14.1%	14.8%
12-15 Years	18	20	18	21	20	8.7%	9.5%	8.7%	10.2%	9.9%
16-19 Years	24	24	20	14	17	11.6%	11.4%	9.7%	6.8%	8.4%
20+ Years	47	44	51	56	58	22.7%	21.0%	24.6%	27.3%	28.6%
-			<i>J</i> 1	50	50	22.7/0	21.070			
Average Experience	11.1	11.0	11.7	12.4	12.9	22.770	21.070	21.070	27.370	

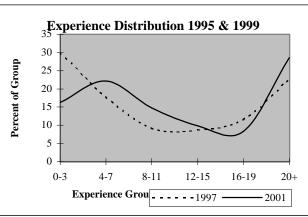
		District Counts						District Rates					
Attrition	1996-97 19	997-98 19	998-99 19	999-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	27	10	18	16	-	ľΣ	11.2%	4.1%	7.5%	6.8%	-		
Attrition from Transfers	10	3	12	7	-		4.1%	1.2%	5.0%	3.0%	-		
Attrition from Exits	17	7	6	9	-		7.1%	2.9%	2.5%	3.8%	=		
Teacher Attrition	22	9	16	13	-		10.6%	4.3%	7.7%	6.3%	-		
Attrition from Transfers	7	3	11	6	-		3.4%	1.4%	5.3%	2.9%	-		
Attrition from Exits	15	6	5	7	-		7.2%	2.9%	2.4%	3.4%	-		
District Retention													
<b>Educator Retention</b>	214	233	221	221	-		88.8%	95.9%	92.5%	93.2%	-		
Teacher Retention	185	201	191	192	-		89.4%	95.7%	92.3%	93.7%	=		

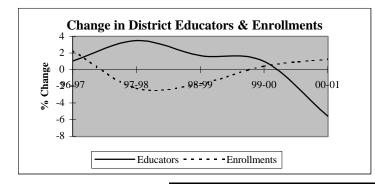
Teacher Retention	Di	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	86.4%	6.8%	6.8%
1 Year of Experience	83.9%	6.5%	9.7%
2 Years of Experience	85.3%	7.4%	7.4%
3 Years of Experience	95.2%	3.2%	1.6%
4 Years of Experience	90.8%	9.2%	0.0%
5 Years of Experience	87.3%	4.8%	7.9%

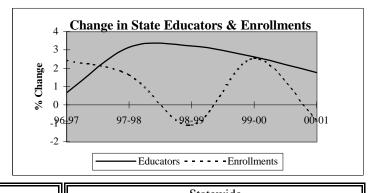
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	9.4%	14.7%	16.5%	17.9%	19.2%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.4%	12.3%	13.0%	12.1%	11.7%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	1.6%	0.0%	0.4%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.0%	87.7%	95.8%	93.2%	93.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.5%	10.7%	4.2%	6.3%	6.7%	8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S									<u>'</u>	
Student to Educator Ratio	15.6	14.8	14.3	14.2	15.2	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.9	16.8	16.2	16.1	17.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	3	10	5	3	-17	-	-	-	-	-	
% Change in Educators	1.1%	3.5%	1.7%	1.0%	-5.6%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	102	-100	-75	19	54	-	-	-	-	-	
% Change in Enrollment:	2.3%	-2.2%	-1.7%	0.4%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.0%	0.7%	0.3%	0.7%	8.3%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	3.8%	3.7%	3.6%	3.9%	3.5%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.7%	8.4%	8.3%	7.9%	9.4%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.2%	2.1%	2.0%	2.0%	2.2%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	0.0%	0.0%	0.0%	8.3%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.3	44.5	44.7	44.4	44.6	43.3	43.5	43.6	43.7	43.9	
Average Experience	16.4	16.1	16.4	15.9	15.8	13.8	13.7	13.7	13.4	13.3	
Average Salary	32,063	32,101	33,186	33,930	34,365	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	2.5%	2.4%	2.3%	2.3%	2.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	78.5%	78.2%	79.3%	78.8%	78.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	11.2%	10.3%	9.8%	10.0%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	6.7%	na	6.2%	6.0%	6.1%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.0%	1.2%	0.8%	1.2%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%	

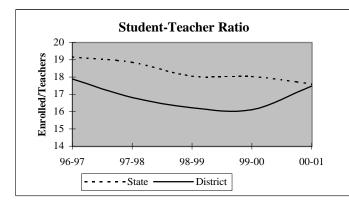
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	287	297	302	305	288	1	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	276	276	288	280	265		96.2%	92.9%	95.4%	91.8%	92.0%
Newly Hired	11	21	14	25	23		3.8%	7.1%	4.6%	8.2%	8.0%
Transfers In	3	2	2	1	3		27.3%	9.5%	14.3%	4.0%	13.0%
Reentrants	2	9	5	6	10		18.2%	42.9%	35.7%	24.0%	43.5%
First Time Educators	6	10	7	18	10		54.5%	47.6%	50.0%	72.0%	43.5%
Total Exiting Next Year	11	9	22	40	-		3.8%	3.0%	7.3%	13.1%	-
Transfers Out	1	3	2	2	-		9.1%	33.3%	9.1%	5.0%	-
Leave Tennessee Educ.	10	6	20	38	-		90.9%	66.7%	90.9%	95.0%	-

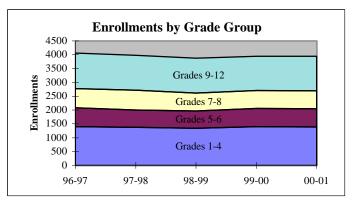
Dynamics Rates		District Rates										
District Attrition	3.8%	3.0%	7.3%	13.1%	-							
Transfers In/Out	3.00	0.67	1.00	0.50	-							

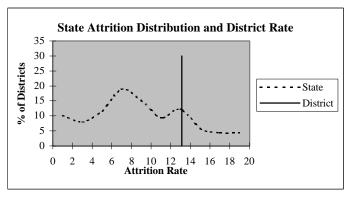
### District Report for: OBION COUNTY

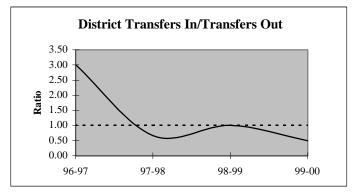
		Dis	strict Coun	ts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	287	297	302	305	288	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	11	11	11	12	10	3.8%	3.7%	3.6%	3.9%	3.5%
Professional Staff	25	25	25	24	27	8.7%	8.4%	8.3%	7.9%	9.4%
Total Teachers	251	261	266	269	251	87.5%	87.9%	88.1%	88.2%	87.2%
Special Education	28	27	26	27	25	11.2%	10.3%	9.8%	10.0%	10.0%
Pre-K & Kindergarten	17	18	20	20	20	6.8%	6.9%	7.5%	7.4%	8.0%
Elementary (1-4)	81	87	87	88	83	32.3%	33.3%	32.7%	32.7%	33.1%
Middle School (5-6)	29	30	33	33	30	11.6%	11.5%	12.4%	12.3%	12.0%
Jr. High (7-8)	28	31	31	32	33	11.2%	11.9%	11.7%	11.9%	13.1%
High School (9-12)	68	68	69	69	60	27.1%	26.1%	25.9%	25.7%	23.9%
Business	3	2	2	1	2	4.4%	2.9%	2.9%	1.4%	3.3%
Language Arts	9	10	10	9	7	13.2%	14.7%	14.5%	13.0%	11.7%
Social Studies	6	7	7	6	5	8.8%	10.3%	10.1%	8.7%	8.3%
Foreign Language	3	2	2	3	3	4.4%	2.9%	2.9%	4.3%	5.0%
Mathematics	7	7	8	8	8	10.3%	10.3%	11.6%	11.6%	13.3%
Science	7	6	6	7	7	10.3%	8.8%	8.7%	10.1%	11.7%
Vocational Education	20	20	20	19	15	29.4%	29.4%	29.0%	27.5%	25.0%
Other High School	13	14	14	16	13	19.1%	20.6%	20.3%	23.2%	21.7%
Total Enrollments	4,488	4,388	4,313	4,332	4,386	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K & K	369	359	385	338	394	8.2%	8 2%	8 9%	7.8%	9.0%

Total Enrollments	4,488	4,388	4,313	4,332	4,386	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	369	359	385	338	394	8.2%	8.2%	8.9%	7.8%	9.0%
Grades 1-4	1,395	1,376	1,343	1,394	1,389	31.1%	31.4%	31.1%	32.2%	31.7%
Grades 5-6	682	631	628	662	663	15.2%	14.4%	14.6%	15.3%	15.1%
Grades 7-8	695	711	646	648	646	15.5%	16.2%	15.0%	15.0%	14.7%
Grades 9-12	1,294	1,260	1,263	1,237	1,244	28.8%	28.7%	29.3%	28.6%	28.4%
Ungraded	53	51	48	53	50	1.2%	1.2%	1.1%	1.2%	1.1%
Grades 5-6 Grades 7-8 Grades 9-12	682 695 1,294	631 711 1,260	628 646 1,263	662 648 1,237	663 646 1,244	15.2% 15.5% 28.8%	14.4% 16.2% 28.7%	14.6% 15.0% 29.3%	15.3% 15.0% 28.6%	15. 14. 28.









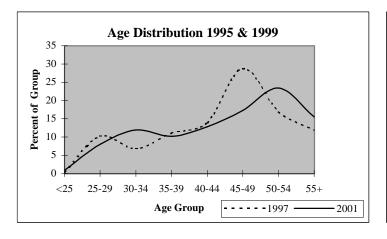
			rict Count				Distr	ict Percenta	ages	
Profile by	1996-97	997-98	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	11	11	11	12	10	4.0%	3.8%	3.8%	4.1%	3.6%
White - Females	0	0	0	1	2	0.0%	0.0%	0.0%	8.3%	20.0%
White - Males	11	11	11	11	8	100.0%	100.0%	100.0%	91.7%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	25	25	25	24	27	9.0%	8.7%	8.5%	8.1%	9.8%
White - Females	19	21	21	21	21	76.0%	84.0%	84.0%	87.5%	77.8%
White - Males	6	4	4	3	6	24.0%	16.0%	16.0%	12.5%	22.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	242	250	257	259	238	87.1%	87.4%	87.7%	87.8%	86.5%
White - Females	188	194	201	200	188	77.7%	77.6%	78.2%	77.2%	79.0%
White - Males	48	50	50	53	44	19.8%	20.0%	19.5%	20.5%	18.5%
Black - Females	6	6	6	6	5	2.5%	2.4%	2.3%	2.3%	2.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.4%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Count	S			Distr	ict Percenta	ages	
Teachers by Age Group	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	1	5	5	2	0.4%	0.4%	2.0%	2.0%	0.9%
25-29	24	24	19	20	18	10.2%	9.9%	7.7%	8.1%	8.0%
30-34	16	17	25	29	27	6.8%	7.0%	10.1%	11.7%	11.9%
35-39	26	29	20	22	23	11.0%	12.0%	8.1%	8.9%	10.2%
40-45	33	35	41	30	29	14.0%	14.5%	16.5%	12.1%	12.8%
45-49	68	56	47	50	39	28.8%	23.1%	19.0%	20.2%	17.3%
50-54	40	49	53	56	53	16.9%	20.2%	21.4%	22.7%	23.5%
55+	28	31	38	35	35	11.9%	12.8%	15.3%	14.2%	15.5%
Average Age	44.3	44.5	44.7	44.4	44.6					
Experience Distribution		Dist	rict Count	S			Distr	ict Percenta	ages	
Teachers by Experience	1996-97 19	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	31	39	37	44	43	12.4%	14.9%	13.9%	16.4%	17.1%
4-7 Years	22	29	38	42	32	8.8%	11.1%	14.3%	15.6%	12.7%
8-11 Years	27	19	16	17	24	10.8%	7.3%	6.0%	6.3%	9.6%
12-15 Years	26	29	26	21	23	10.4%	11.1%	9.8%	7.8%	9.2%
16-19 Years	35	32	31	29	20	13.9%	12.3%	11.7%	10.8%	8.0%
20+ Years	110	113	118	116	109	43.8%	43.3%	44.4%	43.1%	43.4%
Average Experience	16.4	16.1	16.4	15.9	15.8					

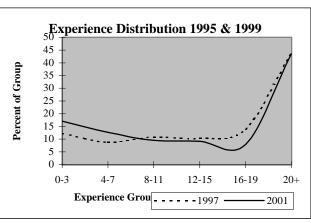
		Dis	strict Cou	nts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	11	9	22	40	-	Ï	3.8%	3.0%	7.3%	13.1%	-
Attrition from Transfers	1	3	2	2	-		0.3%	1.0%	0.7%	0.7%	-
Attrition from Exits	10	6	20	38	-		3.5%	2.0%	6.6%	12.5%	-
Teacher Attrition	10	9	20	33	-		4.0%	3.4%	7.5%	12.3%	-
Attrition from Transfers	1	3	2	2	-		0.4%	1.1%	0.8%	0.7%	-
Attrition from Exits	9	6	18	31	-		3.6%	2.3%	6.8%	11.5%	-
District Retention											
<b>Educator Retention</b>	276	288	280	265	-		96.2%	97.0%	92.7%	86.9%	-
Teacher Retention	241	252	246	236	-		96.0%	96.6%	92.5%	87.7%	-

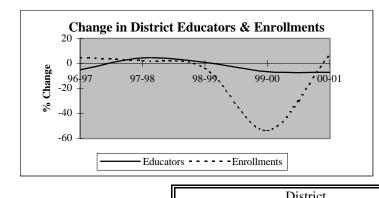
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	85.4%	4.2%	10.4%					
1 Year of Experience	84.0%	2.0%	14.0%					
2 Years of Experience	97.7%	0.0%	2.3%					
3 Years of Experience	93.0%	0.0%	7.0%					
4 Years of Experience	94.1%	0.0%	5.9%					
5 Years of Experience	92.1%	0.0%	7.9%					

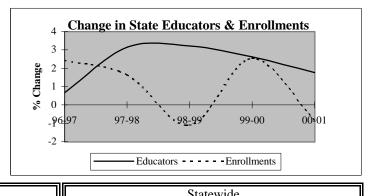
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ict Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses					•	-					
Race	4.7%	8.3%	11.4%	15.1%	16.6%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.4%	5.8%	8.5%	7.7%	4.8%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.0%	0.3%	1.0%	0.7%	1.4%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.2%	93.3%	95.0%	91.5%	91.3%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	2.8%	6.4%	4.0%	7.9%	7.3%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	27.2	26.6	25.4	12.5	14.4	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	32.7	32.0	30.8	15.1	17.7	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-6	5	1	-8	-8	-	-	-	-	-	
% Change in Educators	-5.0%	4.4%	0.8%	-6.7%	-7.1%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	139	61	-120	-1,643	99	-	-	-	-	-	
% Change in Enrollment:	4.7%	2.0%	-3.8%	-54.0%	7.1%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.9%	1.7%	0.8%	0.0%	15.4%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.4%	5.0%	6.7%	5.4%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	12.3%	11.8%	10.8%	11.6%	11.5%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	6.3%	6.0%	5.2%	6.5%	7.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	16.7%	12.5%	20.0%	16.7%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	20.0%	16.7%	25.0%	16.7%	28.6%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	46.1	46.3	46.6	47.3	47.3	43.3	43.5	43.6	43.7	43.9	
Average Experience	18.7	18.6	18.2	18.6	18.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	38,358	37,399	39,119	41,435	39,153	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	7.6%	6.3%	5.3%	6.7%	7.3%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.8%	74.7%	76.8%	78.5%	81.2%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	9.5%	8.1%	8.1%	8.6%	8.2%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	43.4%	na	43.2%	43.8%	45.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.0%	1.4%	0.0%	1.1%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%	

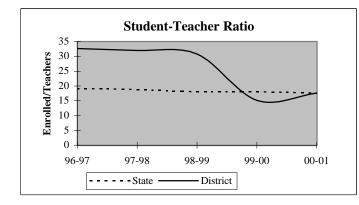
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	114	119	120	112	104		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	108	113	111	109	97		94.7%	95.0%	92.5%	97.3%	93.3%
Newly Hired	6	6	9	3	7		5.3%	5.0%	7.5%	2.7%	6.7%
Transfers In	2	2	1	0	1		33.3%	33.3%	11.1%	0.0%	14.3%
Reentrants	3	1	4	1	4		50.0%	16.7%	44.4%	33.3%	57.1%
First Time Educators	1	3	4	2	2		16.7%	50.0%	44.4%	66.7%	28.6%
Total Exiting Next Year	1	8	11	15	-		0.9%	6.7%	9.2%	13.4%	-
Transfers Out	1	3	1	1	=		100.0%	37.5%	9.1%	6.7%	=
Leave Tennessee Educ.	0	5	10	14	-		0.0%	62.5%	90.9%	93.3%	-

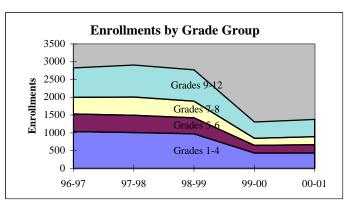
Dynamics Rates	District Rates								
District Attrition	0.9%	6.7%	9.2%	13.4%	-				
Transfers In/Out	2.00	0.67	1.00	0.00	-				

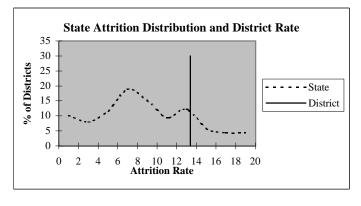
### District Report for: UNION CITY

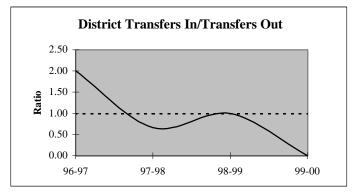
		Dis	trict Cour	its		District Percentages					
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	114	119	120	112	104	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	5	6	8	6	7	4.4%	5.0%	6.7%	5.4%	6.7%	
Professional Staff	14	14	13	13	12	12.3%	11.8%	10.8%	11.6%	11.5%	
Total Teachers	95	99	99	93	85	83.3%	83.2%	82.5%	83.0%	81.7%	
Special Education	9	8	8	8	7	9.5%	8.1%	8.1%	8.6%	8.2%	
Pre-K & Kindergarten	6	7	7	5	5	6.3%	7.1%	7.1%	5.4%	5.9%	
Elementary (1-4)	30	33	33	32	32	31.6%	33.3%	33.3%	34.4%	37.6%	
Middle School (5-6)	11	11	9	9	9	11.6%	11.1%	9.1%	9.7%	10.6%	
Jr. High (7-8)	10	12	14	13	9	10.5%	12.1%	14.1%	14.0%	10.6%	
High School (9-12)	29	28	28	26	23	30.5%	28.3%	28.3%	28.0%	27.1%	
Business	2	2	2	1	1	6.9%	7.1%	7.1%	3.8%	4.3%	
Language Arts	4	4	4	3	3	13.8%	14.3%	14.3%	11.5%	13.0%	
Social Studies	5	5	5	4	4	17.2%	17.9%	17.9%	15.4%	17.4%	
Foreign Language	2	2	2	2	2	6.9%	7.1%	7.1%	7.7%	8.7%	
Mathematics	4	2	3	3	4	13.8%	7.1%	10.7%	11.5%	17.4%	
Science	2	2	2	4	1	6.9%	7.1%	7.1%	15.4%	4.3%	
Vocational Education	5	5	5	5	4	17.2%	17.9%	17.9%	19.2%	17.4%	
Other High School	5	6	5	4	4	17.2%	21.4%	17.9%	15.4%	17.4%	

Total Enrollments	3,104	3,165	3,045	1,402	1,501	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	241	213	229	77	116	7.8%	6.7%	7.5%	5.5%	7.7%
Grades 1-4	1,037	1,007	970	433	434	33.4%	31.8%	31.9%	30.9%	28.9%
Grades 5-6	490	488	453	217	236	15.8%	15.4%	14.9%	15.5%	15.7%
Grades 7-8	474	513	462	197	220	15.3%	16.2%	15.2%	14.1%	14.7%
Grades 9-12	826	901	885	462	484	26.6%	28.5%	29.1%	33.0%	32.2%
Ungraded	36	43	46	16	11	1.2%	1.4%	1.5%	1.1%	0.7%









		Dis	strict Cou	nts		District Percentages					
Profile by	1996-97				2000-01	1996-97	1997-98		1999-00	2000-01	
Known Race and Gender	<u>                                     </u>						L. J.				
Administrative	5	6	8	5	6	4.5%	5.2%	6.9%	4.6%	6.0%	
White - Females	1	1	2	1	2	20.0%	16.7%	25.0%	20.0%	33.3%	
White - Males	4	4	5	3	3	80.0%	66.7%	62.5%	60.0%	50.0%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	1	1	1	1	0.0%	16.7%	12.5%	20.0%	16.7%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	14	14	13	13	12	12.6%	12.1%	11.2%	12.0%	12.0%	
White - Females	10	10	10	10	10	71.4%	71.4%	76.9%	76.9%	83.3%	
White - Males	4	4	3	3	2	28.6%	28.6%	23.1%	23.1%	16.7%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	92	96	95	90	82	82.9%	82.8%	81.9%	83.3%	82.0%	
White - Females	65	67	70	66	62	70.7%	69.8%	73.7%	73.3%	75.6%	
White - Males	20	23	20	18	14	21.7%	24.0%	21.1%	20.0%	17.1%	
Black - Females	5	5	4	5	5	5.4%	5.2%	4.2%	5.6%	6.1%	
Black - Males	2	1	1	1	1	2.2%	1.0%	1.1%	1.1%	1.2%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
	[-				1	Ī-					
Age Distribution			strict Cou			District Percentages					
Teachers by Age Group	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	0	0	0	1	0	0.0%	0.0%	0.0%	1.1%	0.0%	
25-29	5	6	3	0	1	5.4%	6.3%	3.2%	0.0%	1.3%	
30-34	3	5	7	8	8	3.2%	5.3%	7.5%	9.2%	10.1%	
35-39	10	11	11	9	6	10.8%	11.6%	11.8%	10.3%	7.6%	
40-45	17	15	13	8	9	18.3%	15.8%	14.0%	9.2%	11.4%	
45-49	25	18	18	20	19	26.9%	18.9%	19.4%	23.0%	24.1%	
50-54	21	23	27	26	23	22.6%	24.2%	29.0%	29.9%	29.1%	
55+	12	17	14	15	13	12.9%	17.9%	15.1%	17.2%	16.5%	
Average Age	46.1	46.3	46.6	47.3	47.3						
Europian as Distribution		D:	stui at Cass		1		Dista	i at Danaant		1	
Experience Distribution	1006.07		strict Cou			1006.07	1997-98	rict Percent	1999-00	2000 01	
Teachers by Experience	<u></u>					1996-97		1998-99		2000-01	
0-3 Years	7	10	8	7	8	7.4%	10.1%	8.1%	7.5%	9.4%	
4-7 Years	5	7	10	10	6	5.3%	7.1%	10.1%	10.8%	7.1%	
8-11 Years	7	5	5	5	8	7.4%	5.1%	5.1%	5.4%	9.4%	
12-15 Years	7	9	13	11	9	7.4%	9.1%	13.1%	11.8%	10.6%	
16-19 Years	23	15	8	3	5	24.2%	15.2%	8.1%	3.2%	5.9%	

20+ Years

Average Experience

55

18.2

53

18.6

46

18.7

57

18.6

49

18.3

48.4%

53.5%

55.6%

57.6%

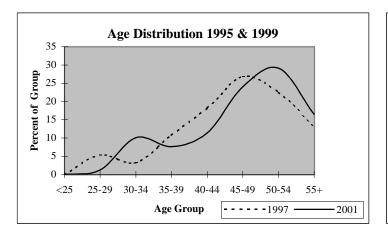
61.3%

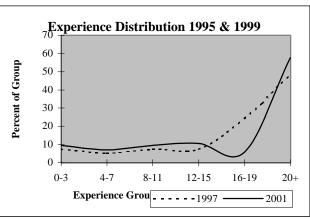
		District Counts					District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	1	8	11	15	-	0.9%	6.7%	9.2%	13.4%	-	
Attrition from Transfers	1	3	1	1	-	0.9%	2.5%	0.8%	0.9%	-	
Attrition from Exits	0	5	10	14	-	0.0%	4.2%	8.3%	12.5%	-	
Teacher Attrition	0	8	6	13	-	0.0%	8.1%	6.1%	14.0%	-	
Attrition from Transfers	0	3	0	0	-	0.0%	3.0%	0.0%	0.0%	-	
Attrition from Exits	0	5	6	13	-	0.0%	5.1%	6.1%	14.0%	-	
District Retention											
<b>Educator Retention</b>	113	111	109	97	-	99.1%	93.3%	90.8%	86.6%	-	
Teacher Retention	95	91	93	80	-	100.0%	91.9%	93.9%	86.0%	-	

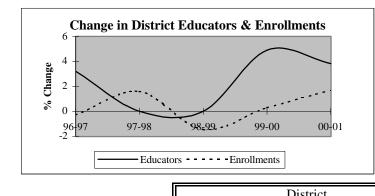
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	66.7%	16.7%	16.7%
1 Year of Experience	100.0%	0.0%	0.0%
2 Years of Experience	88.9%	0.0%	11.1%
3 Years of Experience	81.8%	9.1%	9.1%
4 Years of Experience	81.8%	0.0%	18.2%
5 Years of Experience	88.9%	0.0%	11.1%

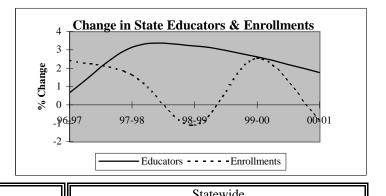
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	3.1%	4.0%	5.2%	7.0%	7.7%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	0.0%	0.8%	3.0%	2.6%	1.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.8%	0.8%	1.8%	1.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	96.5%	95.0%	92.5%	95.5%	93.3%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	3.5%	4.2%	6.7%	2.7%	5.8%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s										
Student to Educator Ratio	14.0	14.2	14.0	13.4	13.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	16.3	17.1	16.8	15.5	15.2	19.2	18.8	18.1	18.0	17.6	
Change in Educators	7	0	0	11	9	-	-	-	-	-	
% Change in Educators	3.2%	0.0%	0.0%	4.9%	3.8%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-10	50	-47	9	53	-	-	-	-	-	
% Change in Enrollments	-0.3%	1.6%	-1.5%	0.3%	1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.9%	0.0%	0.9%	0.8%	6.9%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.4%	4.9%	4.9%	4.7%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.3%	12.0%	11.6%	8.5%	9.0%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.9%	0.9%	0.4%	0.4%	0.4%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	10.0%	9.1%	9.1%	9.1%	9.1%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	30.0%	18.2%	18.2%	36.4%	36.4%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.4	41.9	42.2	42.6	42.0	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.0	14.5	14.9	15.2	14.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,068	29,494	30,154	31,510	31,311	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	76.8%	75.4%	77.7%	76.1%	75.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	11.3%	8.6%	7.4%	10.2%	9.9%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	0.2%	na	0.4%	0.3%	0.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.3%	0.6%	0.3%	0.4%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%	

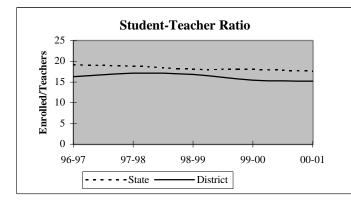
		Dis	strict Cou	nts			Distr	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	225	225	225	236	245	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	211	207	210	219	226	93.8%	92.0%	93.3%	92.8%	92.2%
Newly Hired	14	18	15	17	19	6.2%	8.0%	6.7%	7.2%	7.8%
Transfers In	1	1	0	1	1	7.1%	5.6%	0.0%	5.9%	5.3%
Reentrants	6	8	2	3	7	42.9%	44.4%	13.3%	17.6%	36.8%
First Time Educators	7	9	13	13	11	50.0%	50.0%	86.7%	76.5%	57.9%
Total Exiting Next Year	18	15	6	10	-	8.0%	6.7%	2.7%	4.2%	-
Transfers Out	2	2	2	0	-	11.1%	13.3%	33.3%	0.0%	=
Leave Tennessee Educ.	16	13	4	10	-	88.9%	86.7%	66.7%	100.0%	-

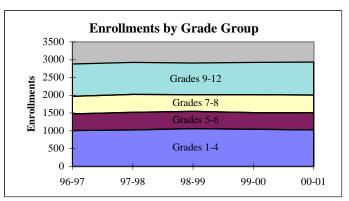
Dynamics Rates	District Rates								
District Attrition	8.0%	6.7%	2.7%	4.2%	-				
Transfers In/Out	0.50	0.50	0.00	nc	-				

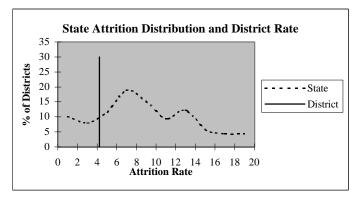
## District Report for: OVERTON COUNTY

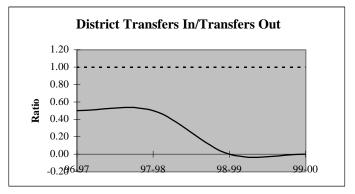
		Dist	trict Coun	ts		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	225	225	225	236	245	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	10	11	11	11	11	4.4%	4.9%	4.9%	4.7%	4.5%
Professional Staff	21	27	26	20	22	9.3%	12.0%	11.6%	8.5%	9.0%
Total Teachers	194	187	188	205	212	86.2%	83.1%	83.6%	86.9%	86.5%
Special Education	22	16	14	21	21	11.3%	8.6%	7.4%	10.2%	9.9%
Pre-K & Kindergarten	16	16	17	15	13	8.2%	8.6%	9.0%	7.3%	6.1%
Elementary (1-4)	72	68	71	82	86	37.1%	36.4%	37.8%	40.0%	40.6%
Middle School (5-6)	19	18	23	20	21	9.8%	9.6%	12.2%	9.8%	9.9%
Jr. High (7-8)	20	23	21	19	22	10.3%	12.3%	11.2%	9.3%	10.4%
High School (9-12)	45	46	42	48	49	23.2%	24.6%	22.3%	23.4%	23.1%
Business	4	4	4	1	0	8.9%	8.7%	9.5%	2.1%	0.0%
Language Arts	5	5	5	5	4	11.1%	10.9%	11.9%	10.4%	8.2%
Social Studies	6	6	5	6	6	13.3%	13.0%	11.9%	12.5%	12.2%
Foreign Language	2	2	2	2	2	4.4%	4.3%	4.8%	4.2%	4.1%
Mathematics	3	3	3	7	6	6.7%	6.5%	7.1%	14.6%	12.2%
Science	4	5	5	5	5	8.9%	10.9%	11.9%	10.4%	10.2%
Vocational Education	10	9	7	12	12	22.2%	19.6%	16.7%	25.0%	24.5%
Other High School	11	12	11	10	14	24.4%	26.1%	26.2%	20.8%	28.6%
Total Enrollments	3,156	3,206	3,159	3,168	3,221	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K & K	258	265	238	233	270	8.2%	8 3%	7.5%	7.4%	8 4%

Total Enrollments	3,156	3,206	3,159	3,168	3,221	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	258	265	238	233	270	8.2%	8.3%	7.5%	7.4%	8.4%
Grades 1-4	1,011	1,026	1,061	1,042	1,022	32.0%	32.0%	33.6%	32.9%	31.7%
Grades 5-6	461	492	489	473	489	14.6%	15.3%	15.5%	14.9%	15.2%
Grades 7-8	498	505	468	501	499	15.8%	15.8%	14.8%	15.8%	15.5%
Grades 9-12	911	898	886	907	926	28.9%	28.0%	28.0%	28.6%	28.7%
Ungraded	17	20	17	12	15	0.5%	0.6%	0.5%	0.4%	0.5%









**District Counts** 

District Percentages

Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender							<u> </u>	<u> </u>		
Administrative	10	11	11	11	11	4.5%	4.9%	4.9%	4.7%	4.5%
White - Females	2	1	1	3	3	20.0%	9.1%	9.1%	27.3%	27.3%
White - Males	7	9	9	7	7	70.0%	81.8%	81.8%	63.6%	63.6%
Black - Females	1	1	1	1	1	10.0%	9.1%	9.1%	9.1%	9.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	21	27	26	20	22	9.4%	12.1%	11.6%	8.5%	9.1%
White - Females	16	22	22	18	18	76.2%	81.5%	84.6%	90.0%	81.8%
White - Males	4	4	4	2	4	19.0%	14.8%	15.4%	10.0%	18.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	0	0	0	4.8%	3.7%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	193	186	187	204	210	86.2%	83.0%	83.5%	86.8%	86.4%
White - Females	149	141	146	156	161	77.2%	75.8%	78.1%	76.5%	76.7%
White - Males	44	45	41	48	49	22.8%	24.2%	21.9%	23.5%	23.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A D' ('I ('	Ī	D.	C				D: .	: , D		<del></del>
Age Distribution			strict Cou					rict Percent		
Teachers by Age Group	1996-97	1997-98		1999-00	2000-01	السسا	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	6	1997-98	1998-99 7	1999-00	7	3.2%	1997-98	1998-99	1999-00	3.4%
Teachers by Age Group Up to 24 25-29	6 18	1997-98 3 20	1998-99 7 19	1999-00 9 22	7 30	3.2% 9.6%	1997-98 1.7% 11.2%	3.9% 10.6%	1999-00 4.5% 11.1%	3.4% 14.8%
Teachers by Age Group Up to 24 25-29 30-34	6 18 28	1997-98 3 20 28	1998-99 7 19 22	1999-00 9 22 22	7 30 25	3.2% 9.6% 14.9%	1997-98 1.7% 11.2% 15.6%	3.9% 10.6% 12.2%	1999-00 4.5% 11.1% 11.1%	3.4% 14.8% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39	6 18 28 18	3 20 28 21	1998-99 7 19 22 23	1999-00 9 22 22 22 25	7 30 25 22	3.2% 9.6% 14.9% 9.6%	1997-98 1.7% 11.2% 15.6% 11.7%	3.9% 10.6% 12.2% 12.8%	1999-00 4.5% 11.1% 11.1% 12.6%	3.4% 14.8% 12.3% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	6 18 28 18 30	3 20 28 21 28	1998-99 7 19 22 23 29	1999-00 9 22 22 25 28	7 30 25 22 22	3.2% 9.6% 14.9% 9.6% 16.0%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6%	3.9% 10.6% 12.2% 12.8% 16.1%	1999-00 4.5% 11.1% 11.1% 12.6% 14.1%	3.4% 14.8% 12.3% 10.8% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 18 28 18 30 42	3 20 28 21 28 34	7 19 22 23 29 27	9 22 22 25 28 25	7 30 25 22 22 26	3.2% 9.6% 14.9% 9.6% 16.0% 22.3%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0%	1999-00 4.5% 11.1% 11.1% 12.6% 14.1% 12.6%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 18 28 18 30 42 25	3 20 28 21 28 34 29	7 19 22 23 29 27 35	9 22 22 25 28 25 47	7 30 25 22 22 22 26 49	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4%	1999-00 4.5% 11.1% 11.1% 12.6% 14.1% 12.6% 23.7%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 18 28 18 30 42	3 20 28 21 28 34	7 19 22 23 29 27	9 22 22 25 28 25	7 30 25 22 22 26	3.2% 9.6% 14.9% 9.6% 16.0% 22.3%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0%	1999-00 4.5% 11.1% 11.1% 12.6% 14.1% 12.6%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 18 28 18 30 42 25	3 20 28 21 28 34 29	7 19 22 23 29 27 35	9 22 22 25 28 25 47	7 30 25 22 22 22 26 49	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4%	1999-00 4.5% 11.1% 11.1% 12.6% 14.1% 12.6% 23.7%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 18 28 18 30 42 25 21	3 20 28 21 28 34 29 16	7 19 22 23 29 27 35 18	9 22 22 25 28 25 47 20	7 30 25 22 22 26 49 22	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4%	1999-00 4.5% 11.1% 11.1% 12.6% 14.1% 12.6% 23.7%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	6 18 28 18 30 42 25 21	3 20 28 21 28 34 29 16 41.9	7 19 22 23 29 27 35 18 42.2	9 22 22 25 28 25 47 20 42.6	7 30 25 22 22 26 49 22	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2% 8.9%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4% 10.0%	1999-00 4.5% 11.1% 12.6% 14.1% 12.6% 23.7% 10.1%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	6 18 28 18 30 42 25 21 42.4	3 20 28 21 28 34 29 16 41.9	7 19 22 23 29 27 35 18 42.2	9 22 22 25 28 25 47 20 42.6	7 30 25 22 22 26 49 22 42.0	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3% 11.2%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2% 8.9%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4% 10.0%	1999-00 4.5% 11.1% 12.6% 14.1% 12.6% 23.7% 10.1%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	6 18 28 18 30 42 25 21 42.4	3 20 28 21 28 34 29 16 41.9	7 19 22 23 29 27 35 18 42.2	9 22 22 25 28 25 47 20 42.6	7 30 25 22 22 26 49 22 42.0	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2% 8.9%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4% 10.0%	1999-00 4.5% 11.1% 12.6% 14.1% 12.6% 23.7% 10.1%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	6 18 28 18 30 42 25 21 42.4	1997-98 3 20 28 21 28 34 29 16 41.9 Dis	7 19 22 23 29 27 35 18 42.2 strict Cour 1998-99	9 22 25 28 25 47 20 42.6	7 30 25 22 22 26 49 22 42.0	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3% 11.2%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2% 8.9%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4% 10.0%	1999-00 4.5% 11.1% 12.6% 14.1% 12.6% 23.7% 10.1% ages 1999-00 16.6%	3.4% 14.8% 12.3% 10.8% 10.8% 24.1% 10.8% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	6 18 28 18 30 42 25 21 42.4	1997-98 3 20 28 21 28 34 29 16 41.9 Dis 1997-98 33 26	1998-99 7 19 22 23 29 27 35 18 42.2 strict Cour 1998-99	1999-00 9 22 25 28 25 47 20 42.6 1999-00 34 29	7 30 25 22 22 26 49 22 42.0	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3% 11.2% 1996-97 15.5% 19.6%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2% 8.9% Distr 1997-98	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4% 10.0%  rict Percenta 1998-99 17.6% 11.7%	1999-00 4.5% 11.1% 12.6% 14.1% 12.6% 23.7% 10.1% ages 1999-00	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1% 10.8% 2000-01 19.8% 11.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	6 18 28 18 30 42 25 21 42.4	1997-98 3 20 28 21 28 34 29 16 41.9 Dis	7 19 22 23 29 27 35 18 42.2 strict Cour 1998-99	9 22 25 28 25 47 20 42.6	7 30 25 22 22 26 49 22 42.0	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3% 11.2%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2% 8.9% Distr 1997-98	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4% 10.0%	1999-00 4.5% 11.1% 12.6% 14.1% 12.6% 23.7% 10.1% ages 1999-00 16.6%	3.4% 14.8% 12.3% 10.8% 10.8% 24.1% 10.8% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	6 18 28 18 30 42 25 21 42.4 1996-97 30 38 9 12	1997-98 3 20 28 21 28 34 29 16 41.9 Dis 1997-98 33 26	1998-99 7 19 22 23 29 27 35 18 42.2 strict Cour 1998-99 33 22 31 6	1999-00 9 22 25 28 25 47 20 42.6 1999-00 34 29	7 30 25 22 22 26 49 22 42.0	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3% 11.2% 1996-97 15.5% 19.6%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2% 8.9% Distr 1997-98	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4% 10.0%  rict Percenta 1998-99 17.6% 11.7%	1999-00  4.5% 11.1% 11.1% 12.6% 14.1% 12.6% 23.7% 10.1%  ages  1999-00  16.6% 14.1%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1% 10.8% 2000-01 19.8% 11.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	6 18 28 18 30 42 25 21 42.4	1997-98 3 20 28 21 28 34 29 16 41.9 Dis 1997-98 33 26 26	1998-99 7 19 22 23 29 27 35 18 42.2  strict Cour 1998-99 33 22 31	1999-00 9 22 25 28 25 47 20 42.6 1999-00 34 29 31	7 30 25 22 22 26 49 22 42.0 2000-01 42 25 38 8 12	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3% 11.2% 1996-97 15.5% 19.6% 4.6%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2% 8.9% Distr 1997-98 17.6% 13.9% 13.9%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4% 10.0%  rict Percent: 1998-99 17.6% 11.7% 16.5%	1999-00  4.5% 11.1% 11.1% 12.6% 14.1% 12.6% 23.7% 10.1%  ages  1999-00  16.6% 14.1% 15.1%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1% 10.8%  2000-01 19.8% 11.8% 17.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	6 18 28 18 30 42 25 21 42.4 1996-97 30 38 9 12	1997-98 3 20 28 21 28 34 29 16 41.9 Dis 1997-98 33 26 26 8	1998-99 7 19 22 23 29 27 35 18 42.2 strict Cour 1998-99 33 22 31 6	1999-00 9 22 25 28 25 47 20 42.6 1999-00 34 29 31 8	7 30 25 22 22 26 49 22 42.0 2000-01 42 25 38 8	3.2% 9.6% 14.9% 9.6% 16.0% 22.3% 13.3% 11.2% 1996-97 15.5% 19.6% 4.6% 6.2%	1997-98 1.7% 11.2% 15.6% 11.7% 15.6% 19.0% 16.2% 8.9% Distr 1997-98 17.6% 13.9% 13.9% 4.3%	3.9% 10.6% 12.2% 12.8% 16.1% 15.0% 19.4% 10.0%  rict Percent: 1998-99 17.6% 11.7% 16.5% 3.2%	1999-00  4.5% 11.1% 11.1% 12.6% 14.1% 12.6% 23.7% 10.1%  ages 1999-00  16.6% 14.1% 15.1% 3.9%	3.4% 14.8% 12.3% 10.8% 10.8% 12.8% 24.1% 10.8%  2000-01  19.8% 11.8% 17.9% 3.8%

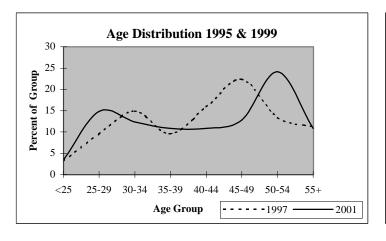
# District Report for: OVERTON COUNTY

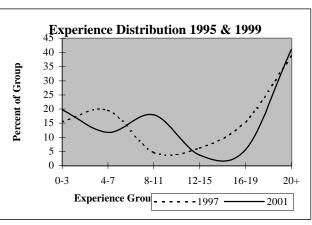
		District Counts					District Rates				
Attrition	1996-97 1	997-98	1998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	18	15	6	10	-	8.0%	6.7%	2.7%	4.2%	-	
Attrition from Transfers	2	2	2	0	-	0.9%	0.9%	0.9%	0.0%	-	
Attrition from Exits	16	13	4	10	-	7.1%	5.8%	1.8%	4.2%	=	
Teacher Attrition	15	9	3	10	-	7.7%	4.8%	1.6%	4.9%	=	
Attrition from Transfers	2	2	0	0	-	1.0%	1.1%	0.0%	0.0%	-	
Attrition from Exits	13	7	3	10	-	6.7%	3.7%	1.6%	4.9%	-	
District Retention											
<b>Educator Retention</b>	207	210	219	226	-	92.0%	93.3%	97.3%	95.8%	-	
Teacher Retention	179	178	185	195	-	92.3%	95.2%	98.4%	95.1%	-	

Teacher Retention	Di	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	91.5%	4.3%	4.3%				
1 Year of Experience	93.0%	2.3%	4.7%				
2 Years of Experience	94.3%	2.9%	2.9%				
3 Years of Experience	94.6%	2.7%	2.7%				
4 Years of Experience	91.7%	2.8%	5.6%				
5 Years of Experience	100.0%	0.0%	0.0%				

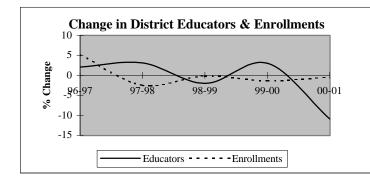
-												
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

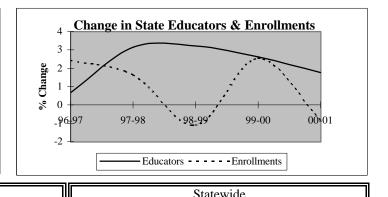
	District Percentages					Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	8.4%	11.0%	16.2%	17.6%	21.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.8%	8.7%	12.1%	11.6%	10.9%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.9%	0.0%	0.4%	0.8%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.9%	91.6%	92.4%	91.9%	91.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.4%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.2%	8.4%	6.7%	6.8%	7.3%	8.6%	9.3%	9.4%	11.0%	10.3%





## Toc





			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	13.6	12.9	13.1	12.5	14.0	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	15.9	15.0	15.9	15.3	17.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	2	3	-2	3	-11	-	-	-	-	-	
% Change in Educators	2.1%	3.1%	-2.0%	3.1%	-10.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	65	-33	-2	-18	-5	-	-	-	-	-	
% Change in Enrollments	5.2%	-2.5%	-0.2%	-1.4%	-0.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	1.0%	0.0%	0.0%	2.2%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.2%	5.0%	6.1%	5.9%	6.7%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.3%	9.0%	11.2%	11.9%	13.3%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.1%	1.0%	1.0%	1.0%	1.1%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	40.0%	40.0%	33.3%	16.7%	16.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	38.3	39.0	38.7	39.2	40.2	43.3	43.5	43.6	43.7	43.9	
Average Experience	10.3	10.8	10.2	10.8	12.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,541	30,128	31,694	32,660	32,608	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.3%	1.2%	1.3%	1.2%	1.4%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	74.7%	73.3%	74.1%	77.1%	81.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	14.5%	14.0%	13.6%	12.0%	9.7%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	3.2%	na	2.6%	3.6%	2.4%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.0%	0.4%	0.1%	0.7%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%	

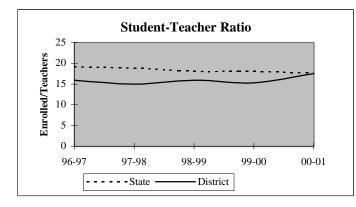
		Dis	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	97	100	98	101	90		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	87	88	87	93	85		89.7%	88.0%	88.8%	92.1%	94.4%
Newly Hired	10	12	11	8	5	I	10.3%	12.0%	11.2%	7.9%	5.6%
Transfers In	1	1	2	0	0		10.0%	8.3%	18.2%	0.0%	0.0%
Reentrants	2	2	2	2	2		20.0%	16.7%	18.2%	25.0%	40.0%
First Time Educators	7	9	7	6	3		70.0%	75.0%	63.6%	75.0%	60.0%
Total Exiting Next Year	9	13	5	16	-		9.3%	13.0%	5.1%	15.8%	-
Transfers Out	4	3	3	4	-		44.4%	23.1%	60.0%	25.0%	-
Leave Tennessee Educ.	5	10	2	12	-		55.6%	76.9%	40.0%	75.0%	-

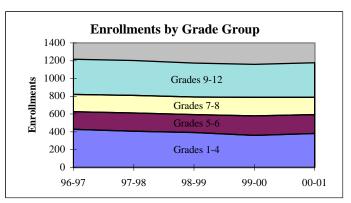
Dynamics Rates	District Rates									
District Attrition	9.3%	13.0%	5.1%	15.8%	-					
Transfers In/Out	0.25	0.33	0.67	0.00	-					

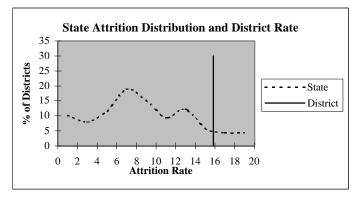
## District Report for: PERRY COUNTY

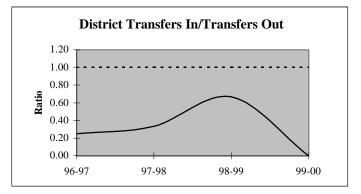
		Dist	rict Count	ts		District Percentages						
Profile by Position	1996-97 1	997-98 1	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	97	100	98	101	90	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	5	5	6	6	6	5.2%	5.0%	6.1%	5.9%	6.7%		
Professional Staff	9	9	11	12	12	9.3%	9.0%	11.2%	11.9%	13.3%		
Total Teachers	83	86	81	83	72	85.6%	86.0%	82.7%	82.2%	80.0%		
Special Education	12	12	11	10	7	14.5%	14.0%	13.6%	12.0%	9.7%		
Pre-K & Kindergarten	5	5	5	6	6	6.0%	5.8%	6.2%	7.2%	8.3%		
Elementary (1-4)	27	26	25	27	24	32.5%	30.2%	30.9%	32.5%	33.3%		
Middle School (5-6)	7	8	8	9	9	8.4%	9.3%	9.9%	10.8%	12.5%		
Jr. High (7-8)	9	10	10	9	10	10.8%	11.6%	12.3%	10.8%	13.9%		
High School (9-12)	23	25	22	22	16	27.7%	29.1%	27.2%	26.5%	22.2%		
Business	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.3%		
Language Arts	3	3	3	3	2	13.0%	12.0%	13.6%	13.6%	12.5%		
Social Studies	2	1	2	3	1	8.7%	4.0%	9.1%	13.6%	6.3%		
Foreign Language	1	0	1	1	1	4.3%	0.0%	4.5%	4.5%	6.3%		
Mathematics	2	3	3	3	3	8.7%	12.0%	13.6%	13.6%	18.8%		
Science	3	1	2	2	2	13.0%	4.0%	9.1%	9.1%	12.5%		
Vocational Education	7	6	6	6	6	30.4%	24.0%	27.3%	27.3%	37.5%		
Other High School	5	11	5	4	0	21.7%	44.0%	22.7%	18.2%	0.0%		
						<b>.</b>						

Total Enrollments	1,320	1,287	1,285	1,267	1,262	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	89	80	102	100	80	6.7%	6.2%	7.9%	7.9%	6.3%
Grades 1-4	430	407	393	361	382	32.6%	31.6%	30.6%	28.5%	30.3%
Grades 5-6	197	206	200	218	211	14.9%	16.0%	15.6%	17.2%	16.7%
Grades 7-8	194	196	199	209	196	14.7%	15.2%	15.5%	16.5%	15.5%
Grades 9-12	395	393	381	370	387	29.9%	30.5%	29.6%	29.2%	30.7%
Ungraded	15	5	10	9	6	1.1%	0.4%	0.8%	0.7%	0.5%









District Percentages

**District Counts** 

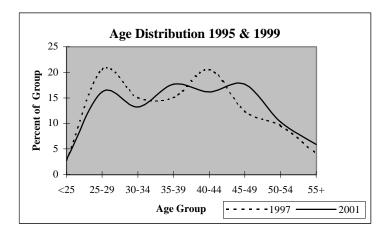
	<u></u>	Disti	ict Counts	3			D13t1	ict Percent	uges	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	5	5	6	5	5	5.4%	5.1%	6.3%	5.1%	5.7%
White - Females	2	2	2	1	1	40.0%	40.0%	33.3%	20.0%	20.0%
White - Males	3	3	4	4	4	60.0%	60.0%	66.7%	80.0%	80.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	9	9	11	12	12	9.7%	9.2%	11.5%	12.1%	13.6%
White - Females	7	7	8	9	9	77.8%	77.8%	72.7%	75.0%	75.0%
White - Males	2	2	3	3	3	22.2%	22.2%	27.3%	25.0%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	79	84	79	82	71	84.9%	85.7%	82.3%	82.8%	80.7%
White - Females	61	62	59	63	58	77.2%	73.8%	74.7%	76.8%	81.7%
White - Males	17	21	19	18	12	21.5%	25.0%	24.1%	22.0%	16.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	1.3%	1.2%	1.3%	1.2%	1.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution			rict Counts					rict Percent		
Age Distribution Teachers by Age Group	1996-97 I		rict Counts 998-99 1		2000-01	1996-97	Distr	ict Percent 1998-99	ages 1999-00	2000-01
Teachers by Age Group Up to 24	1996-97 1				2000-01	2.7%				2.9%
Teachers by Age Group	2 15	997-98 1 2 13	998-99 1 4 12	999-00 2 1 16		2.7% 20.5%	1997-98	1998-99	1999-00	2.9% 16.2%
Teachers by Age Group Up to 24 25-29 30-34	2 15 11	997-98 1 2 13 12	998-99 1 4 12 11	999-00 2 1 16 10	2 11 9	2.7% 20.5% 15.1%	2.6% 16.9% 15.6%	1998-99 5.8% 17.4% 15.9%	1999-00	2.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39	2 15 11 11	997-98 1 2 13 12 14	998-99 1 4 12 11 11	999-00 2 1 16 10 13	2 11 9 12	2.7% 20.5% 15.1% 15.1%	2.6% 16.9% 15.6% 18.2%	1998-99 5.8% 17.4% 15.9% 15.9%	1999-00 1.4% 21.6% 13.5% 17.6%	2.9% 16.2% 13.2% 17.6%
Teachers by Age Group Up to 24 25-29 30-34	2 15 11	997-98 1 2 13 12 14 12	998-99 1 4 12 11	999-00 2 1 16 10	2 11 9	2.7% 20.5% 15.1%	2.6% 16.9% 15.6%	1998-99 5.8% 17.4% 15.9%	1999-00 1.4% 21.6% 13.5%	2.9% 16.2% 13.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39	2 15 11 11	997-98 1 2 13 12 14	998-99 1 4 12 11 11	999-00 2 1 16 10 13	2 11 9 12	2.7% 20.5% 15.1% 15.1%	2.6% 16.9% 15.6% 18.2%	1998-99 5.8% 17.4% 15.9% 15.9%	1999-00 1.4% 21.6% 13.5% 17.6%	2.9% 16.2% 13.2% 17.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 15 11 11 15 9 7	997-98 1 2 13 12 14 12	998-99 1 4 12 11 11 12	999-00 2 1 16 10 13 11 11	2 11 9 12 11	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6%	2.6% 16.9% 15.6% 18.2% 15.6% 15.6% 10.4%	1998-99 5.8% 17.4% 15.9% 15.9% 17.4% 13.0% 8.7%	1999-00 1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 9.5%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	2 15 11 11 15 9	997-98 1 2 13 12 14 12 12	998-99 1 4 12 11 11 12 9	999-00 2 1 16 10 13 11	2 11 9 12 11 12	2.7% 20.5% 15.1% 15.1% 20.5% 12.3%	2.6% 16.9% 15.6% 18.2% 15.6% 15.6%	1998-99 5.8% 17.4% 15.9% 15.9% 17.4% 13.0%	1999-00 1.4% 21.6% 13.5% 17.6% 14.9% 14.9%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 15 11 11 15 9 7 3	997-98 1 2 13 12 14 12 12 8 4	998-99 1 4 12 11 11 12 9 6 4	999-00 2 1 16 10 13 11 11 7 5	2 11 9 12 11 12 7 4	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6%	2.6% 16.9% 15.6% 18.2% 15.6% 15.6% 10.4%	1998-99 5.8% 17.4% 15.9% 15.9% 17.4% 13.0% 8.7%	1999-00 1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 9.5%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	2 15 11 11 15 9 7	997-98 1 2 13 12 14 12 12 12 8	998-99 1 4 12 11 11 12 9 6	999-00 2 1 16 10 13 11 11	2 11 9 12 11 12 7	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6%	2.6% 16.9% 15.6% 18.2% 15.6% 15.6% 10.4%	1998-99 5.8% 17.4% 15.9% 15.9% 17.4% 13.0% 8.7%	1999-00 1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 9.5%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 15 11 11 15 9 7 3	997-98 1 2 13 12 14 12 12 8 4	998-99 1 4 12 11 11 12 9 6 4	999-00 2 1 16 10 13 11 11 7 5	2 11 9 12 11 12 7 4	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6%	2.6% 16.9% 15.6% 18.2% 15.6% 15.6% 10.4%	1998-99 5.8% 17.4% 15.9% 15.9% 17.4% 13.0% 8.7%	1999-00 1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 9.5%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	2 15 11 11 15 9 7 3	997-98 1 2 13 12 14 12 12 8 4 39.0	998-99 1 4 12 11 11 12 9 6 4	999-00 2 1 16 10 13 11 11 7 5 39.2	2 11 9 12 11 12 7 4	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6%	2.6% 16.9% 15.6% 18.2% 15.6% 10.4% 5.2%	1998-99 5.8% 17.4% 15.9% 15.9% 17.4% 13.0% 8.7%	1999-00 1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 9.5% 6.8%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	2 15 11 11 15 9 7 3	997-98 1 2 13 12 14 12 12 8 4 39.0	998-99 1 4 12 11 11 12 9 6 4 38.7	999-00 2 1 16 10 13 11 11 7 5 39.2	2 11 9 12 11 12 7 4 40.2	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6% 4.1%	2.6% 16.9% 15.6% 18.2% 15.6% 10.4% 5.2%	1998-99 5.8% 17.4% 15.9% 15.9% 17.4% 13.0% 8.7% 5.8%	1999-00 1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 9.5% 6.8%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3% 5.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	2 15 11 11 15 9 7 3 38.3	997-98 1 2 13 12 14 12 12 8 4 39.0	998-99 1 4 12 11 11 12 9 6 4 38.7	999-00 2 1 16 10 13 11 11 7 5 39.2	2 11 9 12 11 12 7 4 40.2	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6% 4.1%	2.6% 16.9% 15.6% 18.2% 15.6% 15.6% 10.4% 5.2%	1998-99 5.8% 17.4% 15.9% 17.4% 13.0% 8.7% 5.8%	1999-00  1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 6.8%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3% 5.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	2 15 11 11 15 9 7 3 38.3	997-98 1 2 13 12 14 12 12 8 4 39.0 Distr	998-99 1 11 11 12 9 6 4 38.7	999-00 2 1 16 10 13 11 11 7 5 39.2	2 11 9 12 11 12 7 4 40.2	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6% 4.1%	2.6% 16.9% 15.6% 15.6% 15.6% 15.6% 10.4% 5.2%  Distr 1997-98 31.4%	1998-99 5.8% 17.4% 15.9% 17.4% 13.0% 8.7% 5.8%  rict Percent 1998-99 29.6%	1999-00  1.4% 21.6% 13.5% 17.6% 14.9% 9.5% 6.8%  ages 1999-00 30.1%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3% 5.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	2 15 11 11 15 9 7 3 38.3 38.3	997-98 1 2 13 12 14 12 12 12 8 4 39.0 Distr	998-99 1 4 12 11 11 12 9 6 4 38.7 rict Counts 998-99 1 24 14	999-00 2 1 16 10 13 11 11 7 5 39.2	2 11 9 12 11 12 7 4 40.2	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6% 4.1%	2.6% 16.9% 15.6% 15.6% 15.6% 15.6% 15.2%  Distr 1997-98  31.4% 17.4%	1998-99 5.8% 17.4% 15.9% 17.4% 13.0% 8.7% 5.8%  rict Percent 1998-99 29.6% 17.3%	1999-00  1.4% 21.6% 13.5% 17.6% 14.9% 9.5% 6.8%  1999-00  30.1% 19.3%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3% 5.9% 2000-01 25.0% 18.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	2 15 11 11 15 9 7 3 38.3 38.3	997-98 1 2 13 12 14 12 12 8 4 39.0 Distr	998-99 1 4 12 11 11 12 9 6 4 38.7 sict Counts 998-99 1 24 14 14	999-00 2 1 16 10 13 11 11 7 5 39.2 8 999-00 2 16 11	2 11 9 12 11 12 7 4 40.2	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6% 4.1% 1996-97 33.7% 18.1% 9.6%	2.6% 16.9% 15.6% 18.2% 15.6% 15.6% 10.4% 5.2%  Distr 1997-98 31.4% 17.4% 11.6%	1998-99 5.8% 17.4% 15.9% 17.4% 13.0% 8.7% 5.8%  ict Percent 1998-99 29.6% 17.3% 17.3%	1999-00  1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 6.8%  ages 1999-00 30.1% 19.3% 13.3%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3% 5.9%  2000-01 25.0% 18.1% 13.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 15 11 11 15 9 7 3 38.3 38.3	997-98 1 2 13 12 14 12 12 8 4 39.0 Distr 997-98 1 27 15 10 4	998-99 1 4 12 11 11 12 9 6 4 38.7 rict Counts 998-99 1 24 14 14 4	999-00 2 1 16 10 13 11 11 7 5 39.2 s 999-00 2 25 16 11 6	2 11 9 12 11 12 7 4 40.2	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6% 4.1%  1996-97   33.7% 18.1% 9.6% 4.8%	2.6% 16.9% 15.6% 15.6% 15.6% 15.6% 10.4% 5.2%  Distr 1997-98 31.4% 17.4% 11.6% 4.7%	1998-99 5.8% 17.4% 15.9% 17.4% 13.0% 8.7% 5.8%  rict Percent 1998-99 29.6% 17.3% 4.9%	1999-00  1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 6.8%  1999-00  30.1% 19.3% 13.3% 7.2%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3% 5.9% 2000-01 25.0% 18.1% 13.9% 9.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	2 15 11 11 15 9 7 3 38.3 38.3	997-98 1 2 13 12 14 12 12 8 4 39.0 Distribution of the second	998-99 1 11 11 12 9 6 4 38.7 sict Counts 998-99 1 24 14 14 4 8	999-00 2 1 16 10 13 11 11 7 5 39.2 s 999-00 2 25 16 11 6 4	2 11 9 12 11 12 7 4 40.2	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6% 4.1% 1996-97 33.7% 18.1% 9.6% 4.8% 13.3%	2.6% 16.9% 15.6% 15.6% 15.6% 15.6% 10.4% 5.2%  Distr 1997-98 31.4% 17.4% 11.6% 4.7% 11.6%	1998-99 5.8% 17.4% 15.9% 17.4% 13.0% 8.7% 5.8%  rict Percent 1998-99 29.6% 17.3% 17.3% 4.9% 9.9%	1999-00  1.4% 21.6% 13.5% 17.6% 14.9% 9.5% 6.8%  1999-00  30.1% 19.3% 13.3% 7.2% 4.8%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3% 5.9%  2000-01  25.0% 18.1% 13.9% 9.7% 4.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	2 15 11 11 15 9 7 3 38.3 38.3	997-98 1 2 13 12 14 12 12 8 4 39.0 Distr 997-98 1 27 15 10 4	998-99 1 4 12 11 11 12 9 6 4 38.7 rict Counts 998-99 1 24 14 14 4	999-00 2 1 16 10 13 11 11 7 5 39.2 s 999-00 2 25 16 11 6	2 11 9 12 11 12 7 4 40.2	2.7% 20.5% 15.1% 15.1% 20.5% 12.3% 9.6% 4.1%  1996-97   33.7% 18.1% 9.6% 4.8%	2.6% 16.9% 15.6% 15.6% 15.6% 15.6% 10.4% 5.2%  Distr 1997-98 31.4% 17.4% 11.6% 4.7%	1998-99 5.8% 17.4% 15.9% 17.4% 13.0% 8.7% 5.8%  rict Percent 1998-99 29.6% 17.3% 4.9%	1999-00  1.4% 21.6% 13.5% 17.6% 14.9% 14.9% 6.8%  1999-00  30.1% 19.3% 13.3% 7.2%	2.9% 16.2% 13.2% 17.6% 16.2% 17.6% 10.3% 5.9% 2000-01 25.0% 18.1% 13.9% 9.7%

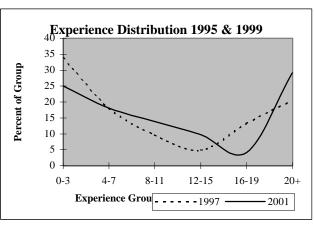
		Dis	strict Cou	nts				D	istrict Rate	S	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	19	96-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	9	13	5	16	-		9.3%	13.0%	5.1%	15.8%	-
Attrition from Transfers	4	3	3	4	-		4.1%	3.0%	3.1%	4.0%	-
Attrition from Exits	5	10	2	12	-		5.2%	10.0%	2.0%	11.9%	-
Teacher Attrition	9	12	5	15	-		10.8%	14.0%	6.2%	18.1%	-
Attrition from Transfers	4	3	3	3	-		4.8%	3.5%	3.7%	3.6%	-
Attrition from Exits	5	9	2	12	-		6.0%	10.5%	2.5%	14.5%	-
District Retention											
<b>Educator Retention</b>	88	87	93	85	-		90.7%	87.0%	94.9%	84.2%	-
Teacher Retention	74	74	76	68	-		89.2%	86.0%	93.8%	81.9%	-
Tanahan Datantian	Ī	D:	atmi at Dat		1			Chaharri	la Datas		

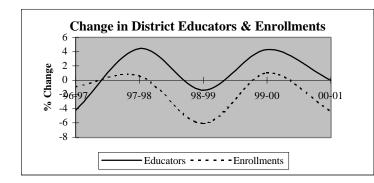
Teacher Retention	Di	es	
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	82.1%	7.7%	10.3%
1 Year of Experience	74.3%	2.9%	22.9%
2 Years of Experience	87.5%	3.1%	9.4%
3 Years of Experience	73.9%	8.7%	17.4%
4 Years of Experience	80.0%	5.0%	15.0%
5 Years of Experience	90.9%	4.5%	4.5%

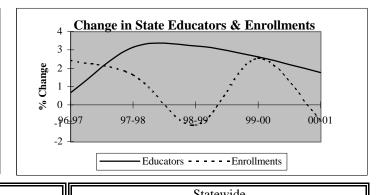
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages					Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	12.0%	16.4%	16.7%	20.0%	18.1%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.5%	12.9%	14.3%	15.2%	11.7%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment % Increment by 0	1.0%	1.0%	1.0%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.7%	87.0%	89.8%	92.1%	94.4%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.3%	12.0%	9.2%	7.9%	5.6%		8.6%	9.3%	9.4%	11.0%	10.3%









		15.5 14.7 14.1 13.3 -3 3 -1 3 -4.2% 4.4% -1.4% 4.3% 0 -8 5 -50 8 -1.0% 0.6% -6.1% 1.0% -4  0.0% 1.4% 1.4% 1.4% 0 4.4% 5.6% 5.7% 4.1% 4 17.6% 15.5% 15.7% 15.1% 13 0.0% 0.0% 0.0% 0.0% 0.0% 0						Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S		·	·					·	·
Student to Educator Ratio	12.1	11.6	11.1	10.7	10.3	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	15.5	14.7	14.1	13.3	12.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	-3	3	-1	3	0	-	-	-	-	-
% Change in Educators	-4.2%	4.4%	-1.4%	4.3%	0.0%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-8	5	-50	8	-34	-	-	-	-	-
% Change in Enrollments	-1.0%	0.6%	-6.1%	1.0%	-4.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	1.4%	1.4%	1.4%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.4%	5.6%	5.7%	4.1%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	17.6%	15.5%	15.7%	15.1%	13.7%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	25.0%	25.0%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	40.3	39.8	41.0	40.3	41.8	43.3	43.5	43.6	43.7	43.9
Average Experience	13.5	13.2	14.5	13.7	14.7	13.8	13.7	13.7	13.4	13.3
Average Salary	31,262	30,580	32,524	33,350	33,526	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	71.7%	75.0%	74.5%	76.3%	75.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.4%	10.7%	9.1%	8.5%	8.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.0%	na	0.0%	0.0%	0.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	2.3%	2.0%	2.0%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

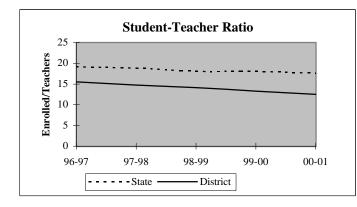
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	68	71	70	73	73	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	68	66	70	67	70	100.0%	93.0%	100.0%	91.8%	95.9%	
Newly Hired	0	5	0	6	3	0.0%	7.0%	0.0%	8.2%	4.1%	
Transfers In	0	1	0	0	1	0.0%	20.0%	0.0%	0.0%	33.3%	
Reentrants	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
First Time Educators	0	4	0	6	2	0.0%	80.0%	0.0%	100.0%	66.7%	
Total Exiting Next Year	2	1	3	3	-	2.9%	1.4%	4.3%	4.1%	=	
Transfers Out	1	0	0	0	-	50.0%	0.0%	0.0%	0.0%	-	
Leave Tennessee Educ.	1	1	3	3	-	50.0%	100.0%	100.0%	100.0%	-	

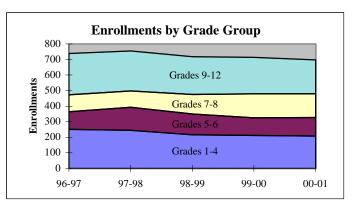
Dynamics Rates	District Rates									
District Attrition	2.9%	1.4%	4.3%	4.1%	-					
Transfers In/Out	0.00	nc	nc	nc	-					

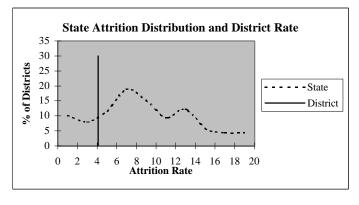
## District Report for: PICKETT COUNTY

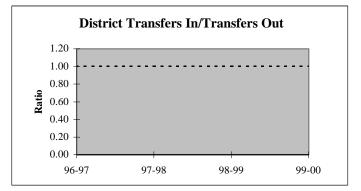
		Dist	rict Count	ts		District Percentages					
Profile by Position	1996-97 1	997-98 1	998-99 1	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	68	71	70	73	73	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	3	4	4	3	3	4.4%	5.6%	5.7%	4.1%	4.1%	
Professional Staff	12	11	11	11	10	17.6%	15.5%	15.7%	15.1%	13.7%	
Total Teachers	53	56	55	59	60	77.9%	78.9%	78.6%	80.8%	82.2%	
Special Education	5	6	5	5	5	9.4%	10.7%	9.1%	8.5%	8.3%	
Pre-K & Kindergarten	3	3	3	4	4	5.7%	5.4%	5.5%	6.8%	6.7%	
Elementary (1-4)	22	19	18	18	20	41.5%	33.9%	32.7%	30.5%	33.3%	
Middle School (5-6)	5	8	8	10	8	9.4%	14.3%	14.5%	16.9%	13.3%	
Jr. High (7-8)	7	6	7	7	8	13.2%	10.7%	12.7%	11.9%	13.3%	
High School (9-12)	11	14	14	15	15	20.8%	25.0%	25.5%	25.4%	25.0%	
Business	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	6.7%	
Language Arts	2	2	2	2	1	18.2%	14.3%	14.3%	13.3%	6.7%	
Social Studies	1	2	2	2	2	9.1%	14.3%	14.3%	13.3%	13.3%	
Foreign Language	1	0	0	0	0	9.1%	0.0%	0.0%	0.0%	0.0%	
Mathematics	2	1	1	1	1	18.2%	7.1%	7.1%	6.7%	6.7%	
Science	1	2	2	1	1	9.1%	14.3%	14.3%	6.7%	6.7%	
Vocational Education	3	5	5	5	5	27.3%	35.7%	35.7%	33.3%	33.3%	
Other High School	1	2	2	4	4	9.1%	14.3%	14.3%	26.7%	26.7%	
Total Enrollments	820	825	775	783	749	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	820	825	775	783	749	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	59	52	45	53	40	7.2%	6.3%	5.8%	6.8%	5.3%
Grades 1-4	251	245	215	212	207	30.6%	29.7%	27.7%	27.1%	27.6%
Grades 5-6	114	148	135	113	121	13.9%	17.9%	17.4%	14.4%	16.2%
Grades 7-8	107	105	125	155	152	13.0%	12.7%	16.1%	19.8%	20.3%
Grades 9-12	267	256	242	234	217	32.6%	31.0%	31.2%	29.9%	29.0%
Ungraded	22	19	13	16	12	2.7%	2.3%	1.7%	2.0%	1.6%









District Percentages

District Counts

Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u>,</u>	<u> </u>			<u>-</u>					
Administrative	3	4	4	3	3	4.5%	5.7%	5.8%	4.2%	4.2%
White - Females	0	1	1	1	1	0.0%	25.0%	25.0%	33.3%	33.3%
White - Males	3	3	3	2	2	100.0%	75.0%	75.0%	66.7%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	11	11	11	10	17.9%	15.7%	15.9%	15.3%	13.9%
White - Females	11	9	9	9	7	91.7%	81.8%	81.8%	81.8%	70.0%
White - Males	1	2	2	2	3	8.3%	18.2%	18.2%	18.2%	30.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	52	55	54	58	59	77.6%	78.6%	78.3%	80.6%	81.9%
White - Females	38	42	41	45	45	73.1%	76.4%	75.9%	77.6%	76.3%
White - Males	14	13	13	13	14	26.9%	23.6%	24.1%	22.4%	23.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dis	strict Cou	nts			Dist	rict Percent	ages	
Age Distribution Teachers by Age Group	1996-97			nts 1999-00	2000-01	1996-97	Distr	rict Percent	ages 1999-00	2000-01
=	1996-97				2000-01	1996-97				2000-01
Teachers by Age Group		1997-98	1998-99	1999-00		<u> </u>	1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	1	1997-98	1998-99	1999-00	0	1.9%	1997-98 3.6%	1998-99 3.7%	1999-00	0.0%
Teachers by Age Group Up to 24 25-29	1 5	1997-98 2 8	1998-99 2 5	1999-00 1 10	0 7	1.9% 9.6%	1997-98 3.6% 14.5%	3.7% 9.3%	1999-00 1.7% 17.2%	0.0% 12.3%
Teachers by Age Group Up to 24 25-29 30-34	1 5 10	1997-98 2 8 11	1998-99 2 5 8	1999-00 1 10 7	0 7 8	1.9% 9.6% 19.2%	3.6% 14.5% 20.0%	3.7% 9.3% 14.8%	1999-00 1.7% 17.2% 12.1%	0.0% 12.3% 14.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 5 10 10	1997-98 2 8 11 9	1998-99 2 5 8 12	1999-00 1 10 7 14	0 7 8 14	1.9% 9.6% 19.2% 19.2%	3.6% 14.5% 20.0% 16.4%	3.7% 9.3% 14.8% 22.2%	1999-00 1.7% 17.2% 12.1% 24.1%	0.0% 12.3% 14.0% 24.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 5 10 10 7	1997-98 2 8 11 9 7	1998-99 2 5 8 12 9	1999-00 1 10 7 14 8	0 7 8 14 8	1.9% 9.6% 19.2% 19.2% 13.5%	3.6% 14.5% 20.0% 16.4% 12.7%	3.7% 9.3% 14.8% 22.2% 16.7%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8%	0.0% 12.3% 14.0% 24.6% 14.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 5 10 10 7 10	1997-98 2 8 11 9 7 7	1998-99 2 5 8 12 9 4	1999-00 1 10 7 14 8 3	0 7 8 14 8 3	1.9% 9.6% 19.2% 19.2% 13.5% 19.2%	3.6% 14.5% 20.0% 16.4% 12.7% 12.7%	3.7% 9.3% 14.8% 22.2% 16.7% 7.4%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8% 5.2%	0.0% 12.3% 14.0% 24.6% 14.0% 5.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 5 10 10 7 10 6	2 8 11 9 7 7 8	1998-99 2 5 8 12 9 4 10	1999-00 1 10 7 14 8 3 11	0 7 8 14 8 3 10	1.9% 9.6% 19.2% 19.2% 13.5% 19.2% 11.5%	3.6% 14.5% 20.0% 16.4% 12.7% 12.7% 14.5%	3.7% 9.3% 14.8% 22.2% 16.7% 7.4% 18.5%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8% 5.2% 19.0%	0.0% 12.3% 14.0% 24.6% 14.0% 5.3% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 5 10 10 7 10 6 3 40.3	1997-98 2 8 11 9 7 7 8 3 39.8	1998-99 2 5 8 12 9 4 10 4 41.0	1999-00 1 10 7 14 8 3 11 4 40.3	0 7 8 14 8 3 10 7 41.8	1.9% 9.6% 19.2% 19.2% 13.5% 19.2% 11.5%	3.6% 14.5% 20.0% 16.4% 12.7% 14.5% 5.5%	3.7% 9.3% 14.8% 22.2% 16.7% 7.4% 18.5%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8% 5.2% 19.0% 6.9%	0.0% 12.3% 14.0% 24.6% 14.0% 5.3% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 5 10 10 7 10 6 3	1997-98 2 8 11 9 7 7 8 3 39.8	1998-99 2 5 8 12 9 4 10 4 41.0	1999-00 1 10 7 14 8 3 11 4 40.3	0 7 8 14 8 3 10 7 41.8	1.9% 9.6% 19.2% 19.2% 13.5% 19.2% 11.5%	3.6% 14.5% 20.0% 16.4% 12.7% 14.5% 5.5%	3.7% 9.3% 14.8% 22.2% 16.7% 7.4% 18.5% 7.4%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8% 5.2% 19.0% 6.9%	0.0% 12.3% 14.0% 24.6% 14.0% 5.3% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 5 10 10 7 10 6 3 40.3	1997-98 2 8 11 9 7 7 8 3 39.8	1998-99 2 5 8 12 9 4 10 4 41.0	1999-00 1 10 7 14 8 3 11 4 40.3	0 7 8 14 8 3 10 7 41.8	1.9% 9.6% 19.2% 19.2% 13.5% 19.2% 11.5% 5.8%	3.6% 14.5% 20.0% 16.4% 12.7% 14.5% 5.5%	1998-99 3.7% 9.3% 14.8% 22.2% 16.7% 7.4% 18.5% 7.4%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8% 5.2% 19.0% 6.9%	0.0% 12.3% 14.0% 24.6% 14.0% 5.3% 17.5% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 5 10 10 7 10 6 3 40.3	1997-98 2 8 11 9 7 7 8 3 39.8	1998-99 2 5 8 12 9 4 10 4 41.0	1999-00 1 10 7 14 8 3 11 4 40.3	0 7 8 14 8 3 10 7 41.8	1.9% 9.6% 19.2% 19.2% 13.5% 19.2% 11.5% 5.8%	1997-98 3.6% 14.5% 20.0% 16.4% 12.7% 14.5% 5.5% Distr	1998-99 3.7% 9.3% 14.8% 22.2% 16.7% 7.4% 18.5% 7.4%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8% 5.2% 19.0% 6.9%	0.0% 12.3% 14.0% 24.6% 14.0% 5.3% 17.5% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 5 10 10 7 10 6 3 40.3	1997-98 2 8 11 9 7 7 8 3 39.8 Dis	1998-99 2 5 8 12 9 4 10 4 41.0 strict Cou 1998-99	1999-00 1 10 7 14 8 3 11 4 40.3	0 7 8 14 8 3 10 7 41.8	1.9% 9.6% 19.2% 19.2% 13.5% 19.2% 11.5% 5.8%	1997-98 3.6% 14.5% 20.0% 16.4% 12.7% 14.5% 5.5% Distr 1997-98 16.1%	1998-99 3.7% 9.3% 14.8% 22.2% 16.7% 7.4% 18.5% 7.4%  rict Percent 1998-99 7.3%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8% 5.2% 19.0% 6.9% ages 1999-00 15.3%	0.0% 12.3% 14.0% 24.6% 14.0% 5.3% 17.5% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 5 10 10 7 10 6 3 40.3	1997-98 2 8 11 9 7 7 8 3 39.8 Dis 1997-98	1998-99 2 5 8 12 9 4 10 4 41.0 strict Cou 1998-99 4 11	1999-00 1 10 7 14 8 3 11 4 40.3	0 7 8 14 8 3 10 7 41.8	1.9% 9.6% 19.2% 19.2% 13.5% 19.2% 11.5% 5.8%	1997-98 3.6% 14.5% 20.0% 16.4% 12.7% 14.5% 5.5% Distr 1997-98 16.1% 12.5%	1998-99 3.7% 9.3% 14.8% 22.2% 16.7% 7.4% 18.5% 7.4%  rict Percent 1998-99 7.3% 20.0%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8% 5.2% 19.0% 6.9% ages 1999-00	0.0% 12.3% 14.0% 24.6% 14.0% 5.3% 17.5% 12.3%  2000-01 15.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 5 10 10 7 10 6 3 40.3	1997-98 2 8 11 9 7 7 8 3 39.8 Dis 1997-98 9 7 13	1998-99 2 5 8 12 9 4 10 4 41.0 strict Cou 1998-99 4 11 9	1999-00 1 10 7 14 8 3 11 4 40.3	0 7 8 14 8 3 10 7 41.8	1.9% 9.6% 19.2% 19.2% 13.5% 19.2% 11.5% 5.8% 1996-97	1997-98 3.6% 14.5% 20.0% 16.4% 12.7% 14.5% 5.5% Distr 1997-98 16.1% 12.5% 23.2%	1998-99 3.7% 9.3% 14.8% 22.2% 16.7% 7.4% 18.5% 7.4%  rict Percent 1998-99 7.3% 20.0% 16.4%	1999-00 1.7% 17.2% 12.1% 24.1% 13.8% 5.2% 19.0% 6.9% ages 1999-00 15.3% 20.3% 8.5%	0.0% 12.3% 14.0% 24.6% 14.0% 5.3% 17.5% 12.3%  2000-01 15.0% 15.0% 10.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 5 10 10 7 10 6 3 40.3	1997-98 2 8 11 9 7 7 8 3 39.8 Dis 1997-98	1998-99 2 5 8 12 9 4 10 4 41.0 strict Cou 1998-99 4 11 9	1999-00 1 1 10 7 14 8 3 11 4 40.3 11 999-00 9 12 5 10	0 7 8 14 8 3 10 7 41.8	1.9% 9.6% 19.2% 19.2% 13.5% 19.2% 11.5% 5.8% 11.3% 22.6% 7.5%	1997-98  3.6% 14.5% 20.0% 16.4% 12.7% 14.5% 5.5%  Distr 1997-98  16.1% 12.5% 23.2% 10.7%	1998-99 3.7% 9.3% 14.8% 22.2% 16.7% 7.4% 18.5% 7.4%  rict Percent 1998-99 7.3% 20.0% 16.4% 16.4%	1999-00  1.7% 17.2% 12.1% 24.1% 13.8% 5.2% 19.0% 6.9%  ages 1999-00  15.3% 20.3% 8.5% 16.9%	0.0% 12.3% 14.0% 24.6% 14.0% 5.3% 17.5% 12.3%  2000-01 15.0% 10.0% 20.0%

Average Experience

13.5

13.2

13.7

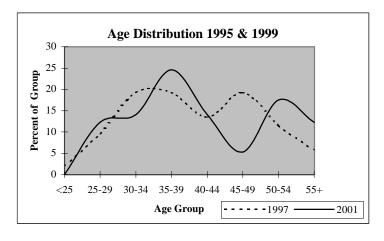
14.7

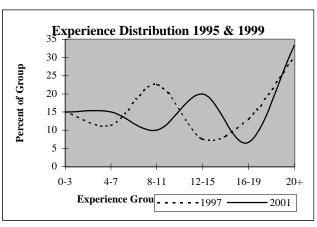
		Disti	rict Counts	S			D	istrict Rate	S	
Attrition	1996-97 1	997-98 1	998-99 1	999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	2	1	3	3	-	2.9%	1.4%	4.3%	4.1%	-
Attrition from Transfers	1	0	0	0	-	1.5%	0.0%	0.0%	0.0%	-
Attrition from Exits	1	1	3	3	-	1.5%	1.4%	4.3%	4.1%	-
Teacher Attrition	1	1	2	2	-	1.9%	1.8%	3.6%	3.4%	-
Attrition from Transfers	1	0	0	0	-	1.9%	0.0%	0.0%	0.0%	-
Attrition from Exits	0	1	2	2	-	0.0%	1.8%	3.6%	3.4%	-
District Retention										
<b>Educator Retention</b>	66	70	67	70	-	97.1%	98.6%	95.7%	95.9%	-
Teacher Retention	52	55	53	57	-	98.1%	98.2%	96.4%	96.6%	-
Teacher Retention	F	Dist	trict Rates				Statewic	le Rates		

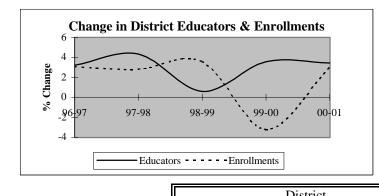
Teacher Retention	D:	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	75.0%	0.0%	25.0%
1 Year of Experience	85.7%	14.3%	0.0%
2 Years of Experience	90.9%	0.0%	9.1%
3 Years of Experience	100.0%	0.0%	0.0%
4 Years of Experience	100.0%	0.0%	0.0%
5 Years of Experience	100.0%	0.0%	0.0%

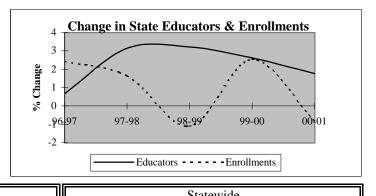
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages			Statew	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										<u>.</u>
Race	4.0%	10.4%	8.9%	18.5%	9.5%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.3%	6.5%	5.1%	11.1%	6.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	100.0%	94.4%	100.0%	91.8%	97.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	0.0%	5.6%	0.0%	8.2%	2.7%	8.6%	9.3%	9.4%	11.0%	10.3%









Į.			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S					,				
Student to Educator Ratio	14.9	14.7	15.2	14.2	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.4	17.2	17.5	16.3	16.3	19.2	18.8	18.1	18.0	17.6
Change in Educators	5	7	1	6	6	-	-	-	-	-
% Change in Educators	3.2%	4.3%	0.6%	3.6%	3.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	71	67	88	-83	74	-	-	-	-	-
% Change in Enrollment	3.0%	2.8%	3.6%	-3.2%	3.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.6%	0.0%	7.2%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.2%	6.0%	5.3%	5.1%	5.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.1%	8.3%	8.3%	8.0%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	10.0%	10.0%	11.1%	11.1%	11.1%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.1	44.7	44.6	45.3	45.5	43.3	43.5	43.6	43.7	43.9
Average Experience	14.5	14.6	14.5	14.5	13.8	13.8	13.7	13.7	13.4	13.3
Average Salary	30,629	31,314	32,519	34,651	33,376	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	70.3%	70.1%	71.9%	73.7%	73.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.4%	9.0%	8.9%	8.6%	7.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.3%	na	0.4%	0.5%	0.7%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.8%	2.2%	1.3%	1.3%	1.2%	1.7%	1.6%	1.8%	1.8%	1.8%
-										

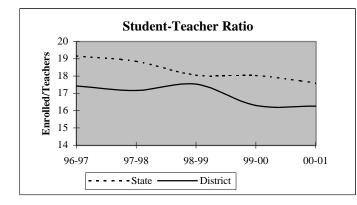
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	161	168	169	175	181	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	145	151	157	156	154	90.1%	89.9%	92.9%	89.1%	85.1%	
Newly Hired	16	17	12	19	27	9.9%	10.1%	7.1%	10.9%	14.9%	
Transfers In	1	2	0	1	2	6.3%	11.8%	0.0%	5.3%	7.4%	
Reentrants	2	4	3	9	12	12.5%	23.5%	25.0%	47.4%	44.4%	
First Time Educators	13	11	9	9	13	81.3%	64.7%	75.0%	47.4%	48.1%	
Total Exiting Next Year	10	11	13	21	-	6.2%	6.5%	7.7%	12.0%	-	
Transfers Out	5	0	2	3	-	50.0%	0.0%	15.4%	14.3%	=	
Leave Tennessee Educ.	5	11	11	18	-	50.0%	100.0%	84.6%	85.7%	-	

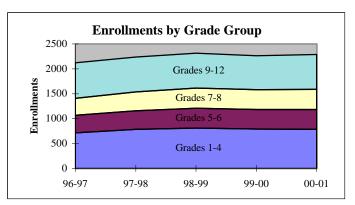
Dynamics Rates	District Rates							
District Attrition	6.2%	6.5%	7.7%	12.0%	-			
Transfers In/Out	0.20	nc	0.00	0.33	-			

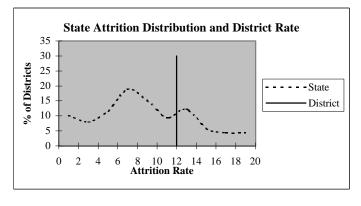
## District Report for: POLK COUNTY

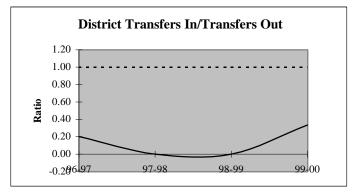
	District Counts					District Percentages					
Profile by Position	1996-97 19	997-98 1	998-99 19	999-00 20	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	161	168	169	175	181	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	10	10	9	9	9	6.2%	6.0%	5.3%	5.1%	5.0%	
Professional Staff	13	14	14	14	15	8.1%	8.3%	8.3%	8.0%	8.3%	
Total Teachers	138	144	146	152	157	85.7%	85.7%	86.4%	86.9%	86.7%	
Special Education	13	13	13	13	11	9.4%	9.0%	8.9%	8.6%	7.0%	
Pre-K & Kindergarten	12	13	14	18	13	8.7%	9.0%	9.6%	11.8%	8.3%	
Elementary (1-4)	39	41	41	43	57	28.3%	28.5%	28.1%	28.3%	36.3%	
Middle School (5-6)	14	15	17	18	16	10.1%	10.4%	11.6%	11.8%	10.2%	
Jr. High (7-8)	15	17	19	19	15	10.9%	11.8%	13.0%	12.5%	9.6%	
High School (9-12)	45	45	42	41	45	32.6%	31.3%	28.8%	27.0%	28.7%	
Business	3	2	2	1	2	6.7%	4.4%	4.8%	2.4%	4.4%	
Language Arts	6	5	6	4	6	13.3%	11.1%	14.3%	9.8%	13.3%	
Social Studies	6	4	3	5	6	13.3%	8.9%	7.1%	12.2%	13.3%	
Foreign Language	1	1	1	1	1	2.2%	2.2%	2.4%	2.4%	2.2%	
Mathematics	4	6	6	5	6	8.9%	13.3%	14.3%	12.2%	13.3%	
Science	4	3	3	3	4	8.9%	6.7%	7.1%	7.3%	8.9%	
Vocational Education	10	12	12	11	11	22.2%	26.7%	28.6%	26.8%	24.4%	
Other High School	11	12	9	11	9	24.4%	26.7%	21.4%	26.8%	20.0%	

Total Enrollments	2,406	2,473	2,561	2,478	2,552	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	228	180	210	187	233	9.5%	7.3%	8.2%	7.5%	9.1%
Grades 1-4	712	784	809	791	783	29.6%	31.7%	31.6%	31.9%	30.7%
Grades 5-6	358	375	401	391	402	14.9%	15.2%	15.7%	15.8%	15.8%
Grades 7-8	335	377	406	399	404	13.9%	15.2%	15.9%	16.1%	15.8%
Grades 9-12	715	703	696	679	699	29.7%	28.4%	27.2%	27.4%	27.4%
Ungraded	58	54	39	31	31	2.4%	2.2%	1.5%	1.3%	1.2%









		Distr	ict Count	S		District Percentages				
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender								! <u></u> !		
Administrative	10	10	9	9	9	6.5%	6.3%	5.6%	5.4%	5.3%
White - Females	1	1	1	1	1	10.0%	10.0%	11.1%	11.1%	11.1%
White - Males	9	9	8	8	8	90.0%	90.0%	88.9%	88.9%	88.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	13	12	12	13	7.7%	8.2%	7.5%	7.2%	7.6%
White - Females	9	11	10	10	10	75.0%	84.6%	83.3%	83.3%	76.9%
White - Males	3	2	2	2	3	25.0%	15.4%	16.7%	16.7%	23.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	133	136	139	146	149	85.8%	85.5%	86.9%	87.4%	87.1%
White - Females	95	98	103	110	113	71.4%	72.1%	74.1%	75.3%	75.8%
White - Males	38	38	36	36	36	28.6%	27.9%	25.9%	24.7%	24.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A an Distribution		Diete	iot Count	2	<del></del> 1		Diete	i at Damaanta		1
Age Distribution	1006.07 1		rict Count		000.01	1006.07		ict Percenta		2000.01
Teachers by Age Group	<u></u>	997-98 1	998-99 1	999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	3	997-98 1	998-99 1	999-00 2	0	2.4%	1997-98	1998-99 1.7%	1999-00	0.0%
Teachers by Age Group Up to 24 25-29	3 11	997-98 1 1 11	998-99 1 2 12	999-00 2 1 13	0 14	2.4% 8.8%	1997-98 0.8% 8.9%	1998-99 1.7% 10.0%	1999-00 0.8% 10.7%	0.0% 12.2%
Teachers by Age Group Up to 24 25-29 30-34	3 11 13	997-98 1 1 11 15	998-99 1 2 12 11	999-00 2 1 13 11	0 14 11	2.4% 8.8% 10.4%	1997-98 0.8% 8.9% 12.2%	1998-99 1.7% 10.0% 9.2%	1999-00 0.8% 10.7% 9.1%	0.0% 12.2% 9.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39	3 11 13 17	997-98 1 1 11 15 15	998-99 1 2 12 11 14	999-00 2 1 13 11 15	0 14 11 12	2.4% 8.8% 10.4% 13.6%	0.8% 8.9% 12.2% 12.2%	1998-99 1.7% 10.0% 9.2% 11.7%	1999-00 0.8% 10.7% 9.1% 12.4%	0.0% 12.2% 9.6% 10.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	3 11 13 17 15	997-98 1 1 11 15 15 15	998-99 1 2 12 11 14 19	999-00 2 1 13 11 15 14	0 14 11 12 16	2.4% 8.8% 10.4% 13.6% 12.0%	1997-98 0.8% 8.9% 12.2% 12.2% 12.2%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6%	0.0% 12.2% 9.6% 10.4% 13.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	3 11 13 17 15 24	997-98 1 1 11 15 15 15 15	998-99 1 2 12 11 14 19 12	999-00 2 1 13 11 15 14 12	0 14 11 12 16 11	2.4% 8.8% 10.4% 13.6% 12.0% 19.2%	0.8% 8.9% 12.2% 12.2% 12.2% 15.4%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	3 11 13 17 15 24 22	997-98 1 1 11 15 15 15 15 19 21	998-99 1 2 12 11 14 19 12 24	999-00 2 1 13 11 15 14 12 27	0 14 11 12 16 11 22	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6%	0.8% 8.9% 12.2% 12.2% 12.2% 15.4% 17.1%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	3 11 13 17 15 24	997-98 1 11 15 15 15 19 21 26	998-99 1 2 12 11 14 19 12	999-00 2 1 13 11 15 14 12 27 28	0 14 11 12 16 11 22 29	2.4% 8.8% 10.4% 13.6% 12.0% 19.2%	0.8% 8.9% 12.2% 12.2% 12.2% 15.4%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	3 11 13 17 15 24 22	997-98 1 1 11 15 15 15 15 19 21	998-99 1 2 12 11 14 19 12 24	999-00 2 1 13 11 15 14 12 27	0 14 11 12 16 11 22	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6%	0.8% 8.9% 12.2% 12.2% 12.2% 15.4% 17.1%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	3 11 13 17 15 24 22 20	997-98 1 11 15 15 15 19 21 26	998-99 1 2 12 11 14 19 12 24 26	999-00 2 1 13 11 15 14 12 27 28	0 14 11 12 16 11 22 29	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6%	0.8% 8.9% 12.2% 12.2% 12.2% 15.4% 17.1%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	3 11 13 17 15 24 22 20	997-98 1 11 15 15 15 19 21 26 44.7	998-99 1 2 12 11 14 19 12 24 26 44.6	999-00 2 1 13 11 15 14 12 27 28 45.3	0 14 11 12 16 11 22 29	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6%	0.8% 8.9% 12.2% 12.2% 12.2% 15.4% 17.1% 21.1%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0% 21.7%	0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3% 23.1%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	3 11 13 17 15 24 22 20 44.1	997-98 1 11 15 15 15 19 21 26 44.7	998-99 1 2 12 11 14 19 12 24 26 44.6	999-00 2 1 13 11 15 14 12 27 28 45.3	0 14 11 12 16 11 22 29 45.5	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6% 16.0%	0.8% 8.9% 12.2% 12.2% 15.4% 17.1% 21.1%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0% 21.7%	0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3% 23.1%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1% 25.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	3 11 13 17 15 24 22 20	997-98 1 11 15 15 15 19 21 26 44.7	998-99 1 2 12 11 14 19 12 24 26 44.6	999-00 2 1 13 11 15 14 12 27 28 45.3	0 14 11 12 16 11 22 29 45.5	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6% 16.0%	0.8% 8.9% 12.2% 12.2% 15.4% 17.1% 21.1%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0% 21.7%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3% 23.1%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1% 25.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	3 11 13 17 15 24 22 20 44.1	997-98 1 1 11 15 15 15 19 21 26 44.7 Distr 997-98 1 33	998-99 1 2 12 11 14 19 12 24 26 44.6	999-00 2 1 13 11 15 14 12 27 28 45.3 8 999-00 2 38	0 14 11 12 16 11 22 29 45.5	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6% 16.0%	0.8% 8.9% 12.2% 12.2% 12.2% 15.4% 17.1% 21.1%  Distr 1997-98 22.9%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0% 21.7%  ict Percenta 1998-99 22.6%	0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3% 23.1% ges 1999-00	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1% 25.2% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	3 11 13 17 15 24 22 20 44.1	997-98 1 1 11 15 15 15 19 21 26 44.7 Distr 997-98 1 33 21	998-99 1 2 12 11 14 19 12 24 26 44.6	999-00 2 1 13 11 15 14 12 27 28 45.3 s 999-00 2 38 19	0 14 11 12 16 11 22 29 45.5	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6% 16.0%	0.8% 8.9% 12.2% 12.2% 15.4% 17.1% 21.1%  Distr 1997-98 22.9% 14.6%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0% 21.7%  ict Percenta 1998-99 22.6% 15.1%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3% 23.1%  ges 1999-00 25.0% 12.5%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1% 25.2%  2000-01 26.1% 15.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	3 11 13 17 15 24 22 20 44.1	997-98 1 1 11 15 15 15 19 21 26 44.7 Distr 997-98 1 33 21 15	998-99 1 2 12 11 14 19 12 24 26 44.6 sict Count: 998-99 1 33 22 18	999-00 2 1 13 11 15 14 12 27 28 45.3 8 999-00 2 38 19 18	0 14 11 12 16 11 22 29 45.5	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6% 16.0% 1996-97 20.3% 15.9% 8.0%	0.8% 8.9% 12.2% 12.2% 15.4% 17.1% 21.1%  Distr 1997-98 22.9% 14.6% 10.4%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0% 21.7%  ict Percenta 1998-99 22.6% 15.1% 12.3%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3% 23.1%  ges 1999-00 25.0% 12.5% 11.8%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1% 25.2%  2000-01 26.1% 15.9% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	3 11 13 17 15 24 22 20 44.1 1996-97 11 28 22 11 16	997-98 1 1 11 15 15 15 19 21 26 44.7 Distr 997-98 1 33 21 15 10	998-99 1 2 12 11 14 19 12 24 26 44.6 sict Counts 998-99 1 33 22 18 7	999-00 2 1 13 11 15 14 12 27 28 45.3 8 999-00 2 18 10	0 14 11 12 16 11 22 29 45.5	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6% 16.0% 1996-97 20.3% 15.9% 8.0% 11.6%	0.8% 8.9% 12.2% 12.2% 15.4% 17.1% 21.1%  Distr 1997-98  22.9% 14.6% 10.4% 6.9%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0% 21.7%  ict Percenta 1998-99 22.6% 15.1% 12.3% 4.8%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3% 23.1%  1999-00 25.0% 12.5% 11.8% 6.6%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1% 25.2%  2000-01 26.1% 15.9% 10.8% 5.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	3 11 13 17 15 24 22 20 44.1	997-98 1 1 11 15 15 15 19 21 26 44.7 Distr 997-98 1 33 21 15	998-99 1 2 12 11 14 19 12 24 26 44.6 sict Count: 998-99 1 33 22 18	999-00 2 1 13 11 15 14 12 27 28 45.3 8 999-00 2 38 19 18	0 14 11 12 16 11 22 29 45.5	2.4% 8.8% 10.4% 13.6% 12.0% 19.2% 17.6% 16.0% 1996-97 20.3% 15.9% 8.0%	0.8% 8.9% 12.2% 12.2% 15.4% 17.1% 21.1%  Distr 1997-98 22.9% 14.6% 10.4%	1998-99 1.7% 10.0% 9.2% 11.7% 15.8% 10.0% 20.0% 21.7%  ict Percenta 1998-99 22.6% 15.1% 12.3%	1999-00 0.8% 10.7% 9.1% 12.4% 11.6% 9.9% 22.3% 23.1%  ges 1999-00 25.0% 12.5% 11.8%	0.0% 12.2% 9.6% 10.4% 13.9% 9.6% 19.1% 25.2%  2000-01 26.1% 15.9% 10.8%

Average Experience

14.5

14.6

14.5

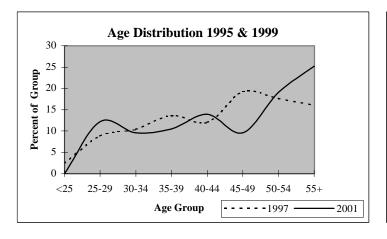
13.8

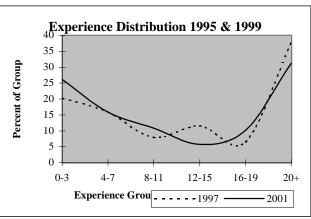
	District Counts					District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	10	11	13	21	-	Ï	6.2%	6.5%	7.7%	12.0%	-
Attrition from Transfers	5	0	2	3	-		3.1%	0.0%	1.2%	1.7%	-
Attrition from Exits	5	11	11	18	-		3.1%	6.5%	6.5%	10.3%	-
Teacher Attrition	9	10	12	16	-		6.5%	6.9%	8.2%	10.5%	-
Attrition from Transfers	5	0	2	3	-		3.6%	0.0%	1.4%	2.0%	-
Attrition from Exits	4	10	10	13	-		2.9%	6.9%	6.8%	8.6%	-
District Retention											
<b>Educator Retention</b>	151	157	156	154	-		93.8%	93.5%	92.3%	88.0%	-
Teacher Retention	129	134	134	136	-		93.5%	93.1%	91.8%	89.5%	-

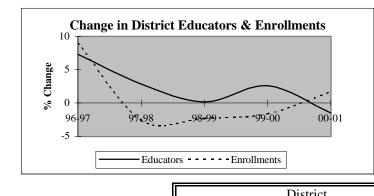
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	76.7%	7.0%	16.3%					
1 Year of Experience	92.5%	0.0%	7.5%					
2 Years of Experience	85.4%	4.9%	9.8%					
3 Years of Experience	94.1%	0.0%	5.9%					
4 Years of Experience	86.2%	6.9%	6.9%					
5 Years of Experience	88.9%	0.0%	11.1%					

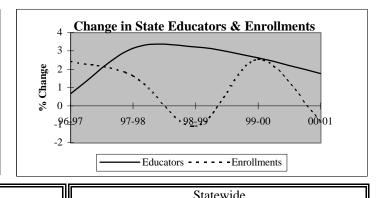
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	tages			`	Statew	ide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	199	6-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.2%	13.8%	17.3%	19.4%	21.5%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.3%	10.5%	13.5%	12.9%	12.2%		4.6%	7.8%	10.1%	9.2%	8.7%
<b>.</b>											
Experience Increment											
% Increment by 0	0.6%	1.2%	0.0%	0.6%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.1%	89.9%	92.3%	89.1%	85.1%	9	0.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.6%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.3%	8.9%	7.1%	10.3%	14.9%		8.6%	9.3%	9.4%	11.0%	10.3%









	District					Statewide						
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Supply & Demand Indicator	s	·	·		·		·		·	·		
Student to Educator Ratio	16.9	16.0	15.6	15.0	15.4	16.4	16.2	15.5	15.5	15.1		
Student to Teacher Ratio	20.4	19.2	18.9	18.2	18.6	19.2	18.8	18.1	18.0	17.6		
Change in Educators	43	18	1	17	-10	-	-	-	-	-		
% Change in Educators	7.3%	2.8%	0.2%	2.6%	-1.5%	0.7%	3.1%	3.2%	2.6%	1.8%		
Change in Enrollments	874	-282	-242	-164	170	-	-	-	-	-		
% Change in Enrollment:	8.9%	-2.6%	-2.3%	-1.6%	1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%		
Workforce												
% Part-Time	2.4%	1.1%	1.1%	0.9%	5.8%	0.7%	0.7%	0.7%	0.7%	6.9%		
% Administrative Staff	4.4%	4.5%	4.4%	4.3%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%		
% Professional Staff	12.6%	12.3%	13.0%	13.5%	13.2%	9.6%	9.5%	9.6%	9.6%	9.7%		
% Minority	1.0%	0.8%	1.0%	0.5%	0.5%	12.1%	12.3%	12.4%	12.6%	12.8%		
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%		
% Female in Admin.	39.3%	44.8%	37.9%	34.5%	34.6%	36.3%	37.4%	38.6%	40.6%	41.5%		
Teachers												
Average Age	41.9	41.7	42.1	42.3	42.4	43.3	43.5	43.6	43.7	43.9		
Average Experience	12.6	12.6	13.0	13.2	13.2	13.8	13.7	13.7	13.4	13.3		
Average Salary	30,754	31,120	32,508	33,678	33,403	33,907	34,370	35,839	36,884	36,619		
% Minority Teachers	0.8%	0.6%	0.8%	0.4%	0.4%	12.0%	12.1%	12.3%	12.5%	12.6%		
% Female Teachers	78.7%	78.6%	77.5%	78.2%	79.3%	79.2%	79.4%	79.4%	79.4%	79.6%		
% Special Ed. Teachers	10.5%	11.1%	11.3%	11.1%	11.4%	10.9%	10.8%	10.9%	10.8%	10.7%		
Enrollment												
% Minority	3.2%	na	4.3%	5.2%	5.5%	26.0%	na	26.5%	27.3%	27.7%		
% Special Education	1.6%	0.0%	0.6%	1.5%	2.5%	1.7%	1.6%	1.8%	1.8%	1.8%		

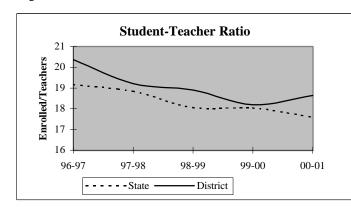
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	633	651	652	669	659		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	537	579	598	604	604		84.8%	88.9%	91.7%	90.3%	91.7%
Newly Hired	96	72	54	65	55		15.2%	11.1%	8.3%	9.7%	8.3%
Transfers In	13	10	5	12	3	_	13.5%	13.9%	9.3%	18.5%	5.5%
Reentrants	50	22	21	23	20		52.1%	30.6%	38.9%	35.4%	36.4%
First Time Educators	33	40	28	30	32		34.4%	55.6%	51.9%	46.2%	58.2%
Total Exiting Next Year	54	53	48	65	-	I	8.5%	8.1%	7.4%	9.7%	-
Transfers Out	9	4	3	5	-		16.7%	7.5%	6.3%	7.7%	-
Leave Tennessee Educ.	45	49	45	60	-		83.3%	92.5%	93.8%	92.3%	-

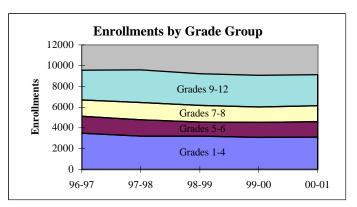
Dynamics Rates	District Rates								
District Attrition	8.5%	8.1%	7.4%	9.7%	-				
Transfers In/Out	1.44	2.50	1.67	2.40	-				

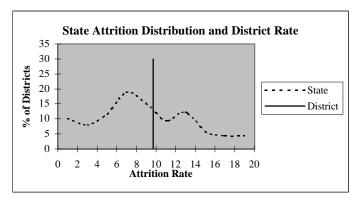
## District Report for: PUTNAM COUNTY

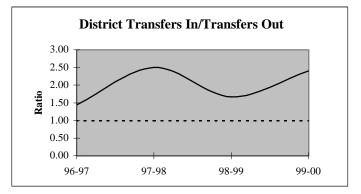
		Dist	trict Coun	ts			Distr	rict Percenta	ages	
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	633	651	652	669	659	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	28	29	29	29	26	4.4%	4.5%	4.4%	4.3%	3.9%
Professional Staff	80	80	85	90	87	12.6%	12.3%	13.0%	13.5%	13.2%
Total Teachers	525	542	538	550	546	82.9%	83.3%	82.5%	82.2%	82.9%
Special Education	55	60	61	61	62	10.5%	11.1%	11.3%	11.1%	11.4%
Pre-K & Kindergarten	37	33	29	34	40	7.0%	6.1%	5.4%	6.2%	7.3%
Elementary (1-4)	178	186	191	191	187	33.9%	34.3%	35.5%	34.7%	34.2%
Middle School (5-6)	59	61	57	57	60	11.2%	11.3%	10.6%	10.4%	11.0%
Jr. High (7-8)	58	62	55	56	59	11.0%	11.4%	10.2%	10.2%	10.8%
High School (9-12)	138	140	145	151	138	26.3%	25.8%	27.0%	27.5%	25.3%
Business	8	7	6	5	6	5.8%	5.0%	4.1%	3.3%	4.3%
Language Arts	15	23	25	27	23	10.9%	16.4%	17.2%	17.9%	16.7%
Social Studies	15	14	15	16	13	10.9%	10.0%	10.3%	10.6%	9.4%
Foreign Language	6	4	5	6	7	4.3%	2.9%	3.4%	4.0%	5.1%
Mathematics	15	22	18	18	20	10.9%	15.7%	12.4%	11.9%	14.5%
Science	10	10	11	13	12	7.2%	7.1%	7.6%	8.6%	8.7%
Vocational Education	26	24	28	27	21	18.8%	17.1%	19.3%	17.9%	15.2%
Other High School	43	36	37	39	36	31.2%	25.7%	25.5%	25.8%	26.1%

Total Enrollments	10,692	10,410	10,168	10,004	10,174	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	916	818	750	778	800	8.6%	7.9%	7.4%	7.8%	7.9%
Grades 1-4	3,494	3,219	3,203	3,100	3,102	32.7%	30.9%	31.5%	31.0%	30.5%
Grades 5-6	1,616	1,569	1,367	1,422	1,505	15.1%	15.1%	13.4%	14.2%	14.8%
Grades 7-8	1,584	1,667	1,611	1,492	1,541	14.8%	16.0%	15.8%	14.9%	15.1%
Grades 9-12	2,879	3,137	3,058	3,065	2,968	26.9%	30.1%	30.1%	30.6%	29.2%
Ungraded	203	0	179	147	258	1.9%	0.0%	1.8%	1.5%	2.5%









		District Counts					District Percentages				
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender					•						
Administrative	27	29	29	29	26	4.5%	4.7%	4.7%	4.5%	4.1%	
White - Females	11	13	11	10	9	40.7%	44.8%	37.9%	34.5%	34.6%	
White - Males	16	16	18	19	17	59.3%	55.2%	62.1%	65.5%	65.4%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	77	76	82	86	83	12.7%	12.2%	13.2%	13.4%	13.2%	
White - Females	63	62	65	69	68	81.8%	81.6%	79.3%	80.2%	81.9%	
White - Males	12	12	15	16	14	15.6%	15.8%	18.3%	18.6%	16.9%	
Black - Females	2	2	2	1	1	2.6%	2.6%	2.4%	1.2%	1.2%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	500	516	512	527	520	82.8%	83.1%	82.2%	82.1%	82.7%	
White - Females	391	405	397	412	412	78.2%	78.5%	77.5%	78.2%	79.2%	
White - Males	105	108	111	113	106	21.0%	20.9%	21.7%	21.4%	20.4%	
Black - Females	2	2	3	2	2	0.4%	0.4%	0.6%	0.4%	0.4%	
Black - Males	2	1	1	0	0	0.4%	0.2%	0.2%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Age Distribution		Dist	trict Coun	its							
Teachers by Age Group	1996-97 1	.997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	8	23	13	14	12	1.7%	4.6%	2.6%	2.8%	2.4%	
25-29	74	67	66	64	68	15.4%	13.5%	13.3%	12.6%	13.6%	
30-34	44	52	58	73	73	9.2%	10.5%	11.7%	14.4%	14.6%	
35-39	57	51	59	55	51	11.9%	10.3%	11.9%	10.8%	10.2%	
40-45	80	74	68	62	52	16.7%	14.9%	13.7%	12.2%	10.4%	
45-49	96	99	89	90	94	20.0%	19.9%	17.9%	17.8%	18.8%	
50-54	76	79	89	90	87	15.9%	15.9%	17.9%	17.8%	17.4%	
55+	44	52	54	59	63	9.2%	10.5%	10.9%	11.6%	12.6%	
Average Age	41.9	41.7	42.1	42.3	42.4						
	,	41.7	42.1	42.3	72.7						
	,	41.7	42.1	42.3	72.7						
Experience Distribution	.1.0		trict Coun		72.7		Distr	rict Percenta	ges		
•	1996-97 1	Dist	trict Coun	nts		1996-97				2000-01	
Teachers by Experience	1996-97 1	Dist	trict Coun	its 1999-00	2000-01		1997-98	1998-99	1999-00		
Teachers by Experience 0-3 Years	1996-97 1 121	Dist 997-98	trict Coun 1998-99 109	nts 1999-00 108	2000-01	23.0%	1997-98 23.6%	1998-99 20.3%	1999-00	20.3%	
Teachers by Experience 0-3 Years 4-7 Years	1996-97 1 121 79	Dist 997-98 128 85	trict Coun 1998-99 109 87	108 102	2000-01 111 96	23.0% 15.0%	1997-98 23.6% 15.7%	1998-99 20.3% 16.2%	1999-00 19.6% 18.5%	20.3% 17.6%	
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1996-97 1 121 79 68	Dist 997-98 128 85 69	trict Coun 1998-99 109 87 77	nts 1999-00   108 102 69	2000-01 111 96 67	23.0% 15.0% 13.0%	1997-98 23.6% 15.7% 12.7%	1998-99 20.3% 16.2% 14.3%	1999-00 19.6% 18.5% 12.5%	20.3% 17.6% 12.3%	
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1996-97 1 121 79 68 51	Dist 997-98 128 85 69 55	trict Coun 1998-99 109 87 77 62	108 102 69 59	2000-01 111 96 67 61	23.0% 15.0% 13.0% 9.7%	1997-98 23.6% 15.7% 12.7% 10.1%	20.3% 16.2% 14.3% 11.5%	1999-00 19.6% 18.5% 12.5% 10.7%	20.3% 17.6% 12.3% 11.2%	
Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1996-97 1 121 79 68	Dist 997-98 128 85 69	trict Coun 1998-99 109 87 77	nts 1999-00   108 102 69	2000-01 111 96 67	23.0% 15.0% 13.0%	1997-98 23.6% 15.7% 12.7%	1998-99 20.3% 16.2% 14.3%	1999-00 19.6% 18.5% 12.5%	20.3% 17.6% 12.3%	

Average Experience

12.6

12.6

13.2

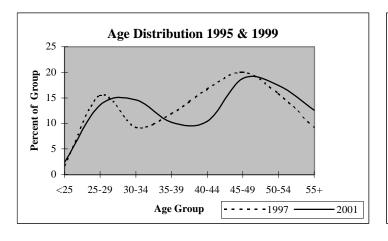
13.2

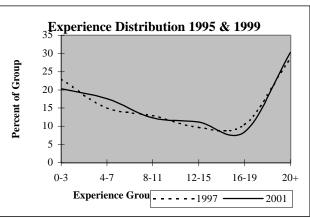
		Dis	trict Cour	nts		District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	54	53	48	65	-	8.5%	8.1%	7.4%	9.7%	-	
Attrition from Transfers	9	4	3	5	-	1.4%	0.6%	0.5%	0.7%	-	
Attrition from Exits	45	49	45	60	-	7.1%	7.5%	6.9%	9.0%	=	
Teacher Attrition	46	47	41	51	-	8.8%	8.7%	7.6%	9.3%	=	
Attrition from Transfers	7	3	3	4	-	1.3%	0.6%	0.6%	0.7%	-	
Attrition from Exits	39	44	38	47	-	7.4%	8.1%	7.1%	8.5%	-	
District Retention											
<b>Educator Retention</b>	579	598	604	604	-	91.5%	91.9%	92.6%	90.3%	-	
Teacher Retention	479	495	497	499	-	91.2%	91.3%	92.4%	90.7%	-	

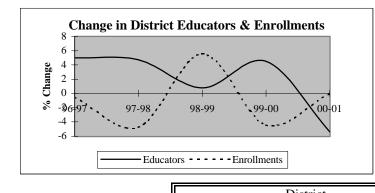
Teacher Retention	Di	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	79.3%	2.4%	18.3%
1 Year of Experience	83.7%	2.8%	13.5%
2 Years of Experience	85.8%	2.2%	11.9%
3 Years of Experience	88.1%	2.4%	9.5%
4 Years of Experience	94.8%	0.9%	4.3%
5 Years of Experience	85.5%	0.0%	14.5%

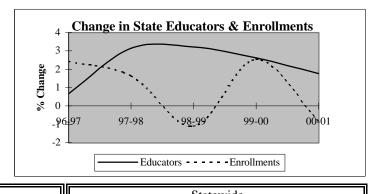
	04-4	1. D.(	
	Statewic	ie Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		District Percentages						Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	12.7%	18.2%	21.0%	20.6%	25.5%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	7.0%	12.1%	15.1%	11.9%	12.3%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.4%	1.5%	1.5%	1.2%	0.6%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.2%	88.5%	91.0%	90.6%	91.4%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.5%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	13.3%	9.5%	7.5%	8.2%	8.0%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	'S									<u> </u>	
Student to Educator Ratio	17.4	15.8	16.6	15.1	16.0	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.9	18.0	19.2	17.5	18.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	12	12	2	12	-15	-	-	-	-	-	
% Change in Educators	5.0%	4.7%	0.8%	4.5%	-5.4%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-24	-209	231	-196	0	-	-	-	-	-	
% Change in Enrollment:	-0.5%	-4.8%	5.5%	-4.4%	0.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.4%	0.0%	0.0%	0.0%	1.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.3%	4.2%	5.2%	5.0%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.3%	7.9%	8.6%	8.6%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.1%	2.4%	2.0%	1.9%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	36.4%	36.4%	35.7%	28.6%	30.8%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.1	43.3	44.0	44.0	44.9	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.9	14.1	14.2	13.5	14.2	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,025	30,523	31,250	32,127	32,316	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.9%	2.2%	1.8%	1.7%	1.4%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.1%	75.1%	73.9%	75.1%	75.5%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.9%	11.6%	10.9%	10.8%	10.5%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	3.7%	na	3.5%	3.6%	3.4%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.3%	0.9%	0.3%	1.0%	0.6%	1.7%	1.6%	1.8%	1.8%	1.8%	

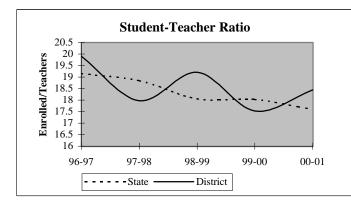
		Di	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	19	96-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	253	265	267	279	264	1	00.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	229	243	235	240	244		90.5%	91.7%	88.0%	86.0%	92.4%
Newly Hired	24	22	32	39	20		9.5%	8.3%	12.0%	14.0%	7.6%
Transfers In	4	4	3	6	2		16.7%	18.2%	9.4%	15.4%	10.0%
Reentrants	7	7	12	15	9		29.2%	31.8%	37.5%	38.5%	45.0%
First Time Educators	13	11	17	18	9		54.2%	50.0%	53.1%	46.2%	45.0%
Total Exiting Next Year	10	30	27	35	-		4.0%	11.3%	10.1%	12.5%	-
Transfers Out	2	6	6	6	-		20.0%	20.0%	22.2%	17.1%	-
Leave Tennessee Educ.	8	24	21	29	-		80.0%	80.0%	77.8%	82.9%	-

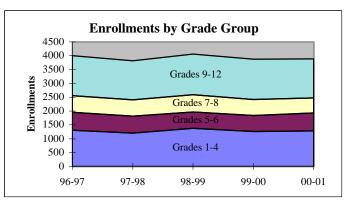
Dynamics Rates	District Rates								
District Attrition	4.0%	11.3%	10.1%	12.5%	-				
Transfers In/Out	2.00	0.67	0.50	1.00	-				

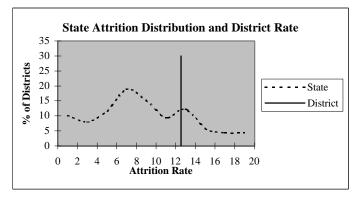
## District Report for: RHEA COUNTY

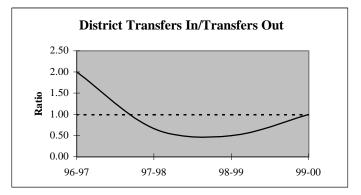
		Dist	rict Coun	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	253	265	267	279	264	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	11	11	14	14	13	4.3%	4.2%	5.2%	5.0%	4.9%	
Professional Staff	21	21	23	24	22	8.3%	7.9%	8.6%	8.6%	8.3%	
Total Teachers	221	233	230	241	229	87.4%	87.9%	86.1%	86.4%	86.7%	
Special Education	24	27	25	26	24	10.9%	11.6%	10.9%	10.8%	10.5%	
Pre-K & Kindergarten	14	16	16	16	15	6.3%	6.9%	7.0%	6.6%	6.6%	
Elementary (1-4)	71	72	74	79	76	32.1%	30.9%	32.2%	32.8%	33.2%	
Middle School (5-6)	26	29	27	28	29	11.8%	12.4%	11.7%	11.6%	12.7%	
Jr. High (7-8)	26	26	24	26	23	11.8%	11.2%	10.4%	10.8%	10.0%	
High School (9-12)	60	63	64	66	62	27.1%	27.0%	27.8%	27.4%	27.1%	
Business	4	4	4	4	2	6.7%	6.3%	6.3%	6.1%	3.2%	
Language Arts	11	9	10	9	9	18.3%	14.3%	15.6%	13.6%	14.5%	
Social Studies	9	9	9	10	9	15.0%	14.3%	14.1%	15.2%	14.5%	
Foreign Language	1	3	3	3	3	1.7%	4.8%	4.7%	4.5%	4.8%	
Mathematics	7	6	8	7	10	11.7%	9.5%	12.5%	10.6%	16.1%	
Science	8	7	7	8	6	13.3%	11.1%	10.9%	12.1%	9.7%	
Vocational Education	11	10	10	11	9	18.3%	15.9%	15.6%	16.7%	14.5%	
Other High School	9	15	13	14	14	15.0%	23.8%	20.3%	21.2%	22.6%	
Total Enrollments	4,397	4,188	4,419	4,223	4,223	100.0%	100.0%	100.0%	100.0%	100.0%	
D IZ 0 IZ	246	222	207	202	207	7.00/	7.00/	7 40/	7.00/	7.20/	

Total Enrollments	4,397	4,188	4,419	4,223	4,223	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	346	332	327	303	307	7.9%	7.9%	7.4%	7.2%	7.3%
Grades 1-4	1,309	1,198	1,374	1,261	1,289	29.8%	28.6%	31.1%	29.9%	30.5%
Grades 5-6	642	616	598	579	643	14.6%	14.7%	13.5%	13.7%	15.2%
Grades 7-8	604	587	623	582	546	13.7%	14.0%	14.1%	13.8%	12.9%
Grades 9-12	1,444	1,416	1,466	1,457	1,412	32.8%	33.8%	33.2%	34.5%	33.4%
Ungraded	52	39	31	41	26	1.2%	0.9%	0.7%	1.0%	0.6%









		Distr	rict Coun	ts		District Percentages				
Profile by	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>	-1,		<u> </u>		<u>,                                      </u>		<u>'</u>		
Administrative	11	11	14	14	13	4.5%	4.3%	5.5%	5.3%	5.2%
White - Females	4	4	5	4	4	36.4%	36.4%	35.7%	28.6%	30.8%
White - Males	7	7	9	10	9	63.6%	63.6%	64.3%	71.4%	69.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	18	20	21	19	7.8%	7.1%	7.9%	8.0%	7.6%
White - Females	15	14	16	17	16	78.9%	77.8%	80.0%	81.0%	84.2%
White - Males	3	3	3	3	2	15.8%	16.7%	15.0%	14.3%	10.5%
Black - Females	1	1	1	1	1	5.3%	5.6%	5.0%	4.8%	5.3%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	213	225	220	229	217	87.7%	88.6%	86.6%	86.7%	87.1%
White - Females	158	167	163	173	167	74.2%	74.2%	74.1%	75.5%	77.0%
White - Males	51	53	53	52	47	23.9%	23.6%	24.1%	22.7%	21.7%
Black - Females	3	3	3	3	2	1.4%	1.3%	1.4%	1.3%	0.9%
Black - Males	1	1	0	0	0	0.5%	0.4%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	0.4%	0.5%	0.4%	0.5%
Age Distribution		Distr	rict Coun	ts			Distr	ict Percenta	ages	
Teachers by Age Group	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	7	5	3	2	1.4%	3.2%	2.4%	1.4%	1.0%
25-29	23	25	24	24	20	11.1%	11.6%	11.5%	11.5%	10.2%
30-34	23	22	25	30	24	11.1%	10.2%	12.0%	14.4%	12.2%
35-39	21	23	18	16	18	10.1%	10.6%	8.6%	7.7%	9.1%
40-45	37	28	21	16	16	17.8%	13.0%	10.0%	7.7%	8.1%
45-49	44	40	39	39	38	21.2%	18.5%	18.7%	18.8%	19.3%
50-54	30	41	41	45	39	14.4%	19.0%	19.6%	21.6%	19.8%
55+	27	30	36	35	40	13.0%	13.9%	17.2%	16.8%	20.3%
Avaraga Aga	12.1	12.2	44.0	44.0	44.9					
Average Age	43.1	43.3	44.0	44.0	44.9					
Evacriance Distribution		Diete	rict Coun	to.	1		Dietr	ict Percenta	2000	
Experience Distribution	1006.07				2000 01	1006.07				2000.01
Teachers by Experience	1996-97 1						1997-98	1998-99	1999-00	2000-01
0-3 Years	37	38	42	59	46	16.7%	16.3%	18.3%	24.5%	20.1%
4-7 Years	30	33	31	32	31	13.6%	14.2%	13.5%	13.3%	13.5%
8-11 Years	27	29	24	19	22	12.2%	12.4%	10.4%	7.9%	9.6%
12-15 Years	31	34	31	25	25	14.0%	14.6%	13.5%	10.4%	10.9%
16-19 Years	33	28	24	30	26	14.9%	12.0%	10.4%	12.4%	11.4%
20+ Years	63	71	78	76	79	28.5%	30.5%	33.9%	31.5%	34.5%

Average Experience

13.9

14.1

13.5

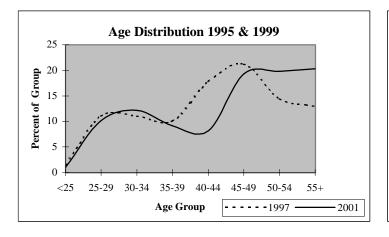
14.2

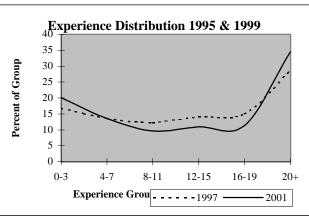
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	10	30	27	35	-		4.0%	11.3%	10.1%	12.5%	-		
Attrition from Transfers	2	6	6	6	-		0.8%	2.3%	2.2%	2.2%	-		
Attrition from Exits	8	24	21	29	-		3.2%	9.1%	7.9%	10.4%	-		
Teacher Attrition	9	27	23	29	-		4.1%	11.6%	10.0%	12.0%	-		
Attrition from Transfers	2	4	5	5	-		0.9%	1.7%	2.2%	2.1%	-		
Attrition from Exits	7	23	18	24	-		3.2%	9.9%	7.8%	10.0%	-		
District Retention													
<b>Educator Retention</b>	243	235	240	244	-		96.0%	88.7%	89.9%	87.5%	-		
Teacher Retention	212	206	207	212	-		95.9%	88.4%	90.0%	88.0%	-		

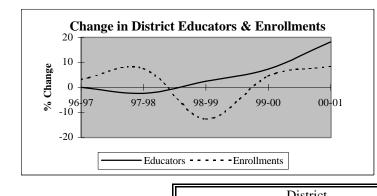
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	77.9%	1.5%	20.6%					
1 Year of Experience	81.1%	5.7%	13.2%					
2 Years of Experience	84.1%	0.0%	15.9%					
3 Years of Experience	89.8%	2.0%	8.2%					
4 Years of Experience	88.1%	2.4%	9.5%					
5 Years of Experience	89.5%	7.9%	2.6%					

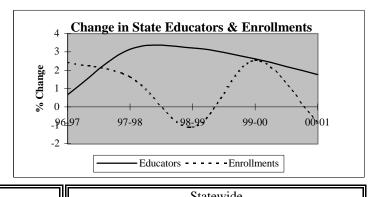
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										•
Race	10.1%	13.2%	16.5%	19.7%	19.3%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.2%	9.3%	11.2%	10.8%	10.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.8%	1.9%	1.1%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.1%	91.7%	86.9%	86.7%	92.4%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.4%	0.4%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.9%	7.5%	10.9%	11.8%	6.8%	8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	18.9	20.9	17.7	17.3	15.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	20.9	23.2	20.2	20.0	17.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	0	-1	1	3	8	-	-	-	-	-
% Change in Educators	0.0%	-2.4%	2.5%	7.3%	18.2%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	23	59	-107	33	63	-	-	-	-	-
% Change in Enrollment	3.1%	7.6%	-12.8%	4.5%	8.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	2.5%	0.0%	0.0%	5.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	5.0%	7.3%	9.1%	5.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	4.9%	5.0%	4.9%	4.5%	3.8%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	4.9%	0.0%	0.0%	2.3%	2.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	0.0%	0.0%	0.0%	25.0%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.2	45.5	45.6	46.4	43.6	43.3	43.5	43.6	43.7	43.9
Average Experience	16.0	14.6	15.3	15.1	13.9	13.8	13.7	13.7	13.4	13.3
Average Salary	31,122	29,618	31,325	33,056	31,897	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	5.4%	0.0%	0.0%	2.7%	2.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	83.8%	83.3%	86.1%	84.2%	87.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.1%	8.3%	11.1%	7.9%	8.5%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	14.5%	na	12.5%	13.7%	13.9%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.5%	0.6%	0.7%	0.7%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%

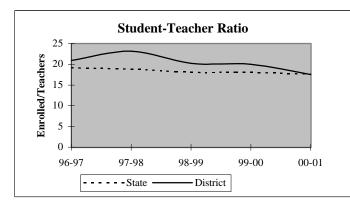
		Dis	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	41	40	41	44	52		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	38	34	34	37	42		92.7%	85.0%	82.9%	84.1%	80.8%
Newly Hired	3	6	7	7	10		7.3%	15.0%	17.1%	15.9%	19.2%
Transfers In	0	0	2	3	1	_	0.0%	0.0%	28.6%	42.9%	10.0%
Reentrants	2	2	1	1	4		66.7%	33.3%	14.3%	14.3%	40.0%
First Time Educators	1	4	4	3	5		33.3%	66.7%	57.1%	42.9%	50.0%
Total Exiting Next Year	7	6	4	2	-	I	17.1%	15.0%	9.8%	4.5%	-
Transfers Out	2	0	0	1	=	_	28.6%	0.0%	0.0%	50.0%	-
Leave Tennessee Educ.	5	6	4	1	-		71.4%	100.0%	100.0%	50.0%	-

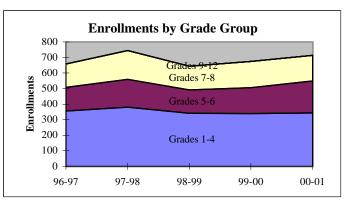
Dynamics Rates		District Rates								
District Attrition	17.1%	15.0%	9.8%	4.5%	-					
Transfers In/Out	0.00	nc	nc	3.00	-					

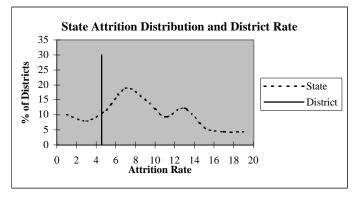
## District Report for: DAYTON

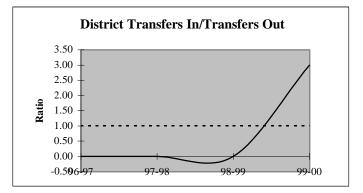
		Dist	rict Count	ts		District Percentages					
Profile by Position	1996-97	997-98 1	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	41	40	41	44	52	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	2	2	3	4	3	4.9%	5.0%	7.3%	9.1%	5.8%	
Professional Staff	2	2	2	2	2	4.9%	5.0%	4.9%	4.5%	3.8%	
Total Teachers	37	36	36	38	47	90.2%	90.0%	87.8%	86.4%	90.4%	
Special Education	3	3	4	3	4	8.1%	8.3%	11.1%	7.9%	8.5%	
Pre-K & Kindergarten	5	5	5	4	5	13.5%	13.9%	13.9%	10.5%	10.6%	
Elementary (1-4)	18	19	18	21	23	48.6%	52.8%	50.0%	55.3%	48.9%	
Middle School (5-6)	5	5	5	6	9	13.5%	13.9%	13.9%	15.8%	19.1%	
Jr. High (7-8)	6	4	4	4	6	16.2%	11.1%	11.1%	10.5%	12.8%	
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Enrollments	775	834	727	760	823	100.0%	100.0%	100.0%	100.0%	100.0%	
Pre K & K	112	85	78	81	105	14 5%	10.2%	10.7%	10.7%	12.89	

Total Enrollments	775	834	727	760	823	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	112	85	78	81	105	14.5%	10.2%	10.7%	10.7%	12.8%
Grades 1-4	356	380	342	339	343	45.9%	45.6%	47.0%	44.6%	41.7%
Grades 5-6	151	179	149	167	207	19.5%	21.5%	20.5%	22.0%	25.2%
Grades 7-8	152	185	153	168	164	19.6%	22.2%	21.0%	22.1%	19.9%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	4	5	5	5	4	0.5%	0.6%	0.7%	0.7%	0.5%









**District Counts** 

District Percentages

Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u>,                                    </u>			-		<u>,                                    </u>		-,		<u></u> 1]
Administrative	2	2	3	4	3	4.9%	5.1%	7.3%	9.3%	5.9%
White - Females	0	0	0	1	1	0.0%	0.0%	0.0%	25.0%	33.3%
White - Males	2	2	3	3	2	100.0%	100.0%	100.0%	75.0%	66.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	2	2	2	2	2	4.9%	5.1%	4.9%	4.7%	3.9%
White - Females	2	2	2	2	2	100.0%	100.0%	100.0%	100.0%	100.0%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	37	35	36	37	46	90.2%	89.7%	87.8%	86.0%	90.2%
White - Females	30	30	31	31	40	81.1%	85.7%	86.1%	83.8%	87.0%
White - Males	5	5	5	5	5	13.5%	14.3%	13.9%	13.5%	10.9%
Black - Females	1	0	0	1	1	2.7%	0.0%	0.0%	2.7%	2.2%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	2.7%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dis	trict Cour	nts			Dist	rict Percent	ages	
~	1996-97				2000-01	1996-97	Distr	rict Percent	ages 1999-00	2000-01
Teachers by Age Group		1997-98				الـــــــــــــــــــــــــــــــــــــ	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	0	1997-98	1998-99 1		2000-01 3 4	0.0%	1997-98 3.4%	1998-99	1999-00	8.3%
Teachers by Age Group Up to 24 25-29	0 3	1 2	1998-99 1 2	1999-00 1 1	3 4	0.0% 9.1%	1997-98 3.4% 6.9%	1998-99 3.2% 6.5%	1999-00 3.3% 3.3%	8.3% 11.1%
Teachers by Age Group Up to 24 25-29 30-34	0 3 2	1 1 2 1	1998-99 1 2 2	1999-00 1	3 4 2	0.0% 9.1% 6.1%	3.4% 6.9% 3.4%	3.2% 6.5% 6.5%	1999-00 3.3% 3.3% 6.7%	8.3% 11.1% 5.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39	0 3	1 2 1 2	1998-99 1 2 2 3	1999-00 1 1 2 4	3 4	0.0% 9.1% 6.1% 6.1%	3.4% 6.9% 3.4% 6.9%	3.2% 6.5% 6.5% 9.7%	1999-00 3.3% 3.3% 6.7% 13.3%	8.3% 11.1% 5.6% 11.1%
Teachers by Age Group Up to 24 25-29 30-34	0 3 2 2	1 1 2 1	1998-99 1 2 2	1999-00 1 1 2	3 4 2 4	0.0% 9.1% 6.1% 6.1% 21.2%	3.4% 6.9% 3.4% 6.9% 17.2%	3.2% 6.5% 6.5% 9.7% 12.9%	1999-00 3.3% 3.3% 6.7%	8.3% 11.1% 5.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	0 3 2 2 7	1 2 1 2 2 5	1998-99 1 2 2 2 3 4	1999-00 1 1 2 4 3	3 4 2 4 4	0.0% 9.1% 6.1% 6.1% 21.2% 21.2%	3.4% 6.9% 3.4% 6.9% 17.2% 20.7%	3.2% 6.5% 6.5% 9.7% 12.9% 22.6%	1999-00 3.3% 3.3% 6.7% 13.3% 10.0% 26.7%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	0 3 2 2 7 7	1 2 1 2 5 6	1998-99 1 2 2 3 4 7	1 1 2 4 3 8	3 4 2 4 4 7	0.0% 9.1% 6.1% 6.1% 21.2%	3.4% 6.9% 3.4% 6.9% 17.2%	3.2% 6.5% 6.5% 9.7% 12.9%	1999-00 3.3% 3.3% 6.7% 13.3% 10.0%	8.3% 11.1% 5.6% 11.1% 11.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	0 3 2 2 7 7 7 8 4	1 2 1 2 5 6 8 4	1998-99 1 2 2 3 4 7 5 7	1 1 2 4 3 8 5 6	3 4 2 4 4 7 5 7	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2%	3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6%	3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1%	3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	0 3 2 2 7 7 7 8	1 2 1 2 5 6 8	1998-99 1 2 2 3 4 7 5	1999-00 1 1 2 4 3 8 5	3 4 2 4 4 7 5	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2%	3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6%	3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1%	3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	0 3 2 2 7 7 7 8 4	1 2 1 2 5 6 8 4 45.5	1998-99 1 2 2 3 4 7 5 7 45.6	1 1 2 4 3 8 5 6 46.4	3 4 2 4 4 7 5 7	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2%	3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6% 13.8%	3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1% 22.6%	1999-00 3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7% 20.0%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	0 3 2 2 7 7 7 8 4 4 45.2	1 2 1 2 5 6 8 4 45.5	1998-99 1 2 2 3 4 7 5 7 45.6	1 1 2 4 3 8 5 6 46.4	3 4 2 4 4 7 5 7 43.6	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2% 12.1%	3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6% 13.8%	3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1% 22.6%	1999-00 3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7% 20.0%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9% 19.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	0 3 2 2 7 7 8 4 45.2	1 2 1 2 5 6 8 4 45.5	1998-99 1 2 2 3 4 7 5 7 45.6	1999-00 1 1 2 4 3 8 5 6 46.4	3 4 2 4 4 7 5 7 43.6	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2% 12.1%	1997-98 3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6% 13.8% Distr	3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1% 22.6%	1999-00  3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7% 20.0%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9% 19.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	0 3 2 2 7 7 8 4 45.2	1 2 1 2 5 6 8 4 45.5 Dis	1 2 2 3 4 7 5 7 45.6 trict Cour 1998-99 8	1999-00 1 1 2 4 3 8 5 6 46.4 1999-00	3 4 2 4 4 7 5 7 43.6	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2% 12.1%	1997-98 3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6% 13.8% Distr 1997-98 25.0%	3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1% 22.6%	1999-00  3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7% 20.0%  ages 1999-00 21.1%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9% 19.4% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	0 3 2 2 7 7 8 4 4 45.2	1 2 1 2 5 6 8 4 45.5 Dis	1998-99 1 2 2 3 4 7 5 7 45.6 trict Cour 1998-99	1999-00 1 1 2 4 3 8 5 6 46.4 1999-00 8 7	3 4 2 4 4 7 5 7 43.6	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2% 12.1% 1996-97 13.5%	1997-98 3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6% 13.8% Distr 1997-98 25.0% 13.9%	1998-99 3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1% 22.6%  rict Percent 1998-99 22.2% 11.1%	1999-00  3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7% 20.0%  ages  1999-00  21.1% 18.4%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9% 19.4%  2000-01  27.7% 14.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 3 2 2 7 7 8 4 4 45.2	1 2 1 2 5 6 8 4 45.5 Dis	1998-99 1 2 2 3 4 7 5 7 45.6 trict Cour 1998-99 8 4 3	1999-00 1 1 2 4 3 8 5 6 46.4 1999-00	3 4 2 4 4 7 5 7 43.6	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2% 12.1% 1996-97 13.5% 13.5% 5.4%	1997-98 3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6% 13.8% Distr 1997-98 25.0% 13.9% 2.8%	1998-99 3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1% 22.6%  rict Percent 1998-99 22.2% 11.1% 8.3%	1999-00  3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7% 20.0%  ages 1999-00 21.1% 18.4% 7.9%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9% 19.4%  2000-01 27.7% 14.9% 10.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	0 3 2 2 7 7 8 4 4 45.2	1 2 1 2 5 6 8 4 45.5 Dis 9 5 1 4	1998-99 1 2 2 3 4 7 5 7 45.6 trict Cour 1998-99 8 4 3 4	1999-00 1 1 2 4 3 8 5 6 46.4 1999-00 8 7 3 1	3 4 2 4 4 7 5 7 43.6 2000-01 13 7 5	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2% 12.1%  1996-97  13.5% 13.5% 5.4% 21.6%	1997-98 3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6% 13.8%  Distr 1997-98 25.0% 13.9% 2.8% 11.1%	3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1% 22.6%  rict Percent 1998-99 22.2% 11.1% 8.3% 11.1%	1999-00  3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7% 20.0%  18.4% 7.9% 2.6%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9% 19.4%  2000-01  27.7% 14.9% 10.6% 2.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	0 3 2 2 7 7 8 4 4 45.2	1 2 1 2 5 6 8 4 45.5 Dis	1998-99 1 2 2 3 4 7 5 7 45.6 trict Cour 1998-99 8 4 3	1999-00 1 1 2 4 3 8 5 6 46.4 1999-00 8 7	3 4 2 4 4 7 5 7 43.6	0.0% 9.1% 6.1% 6.1% 21.2% 21.2% 24.2% 12.1% 1996-97 13.5% 13.5% 5.4%	1997-98 3.4% 6.9% 3.4% 6.9% 17.2% 20.7% 27.6% 13.8% Distr 1997-98 25.0% 13.9% 2.8%	1998-99 3.2% 6.5% 6.5% 9.7% 12.9% 22.6% 16.1% 22.6%  rict Percent 1998-99 22.2% 11.1% 8.3%	1999-00  3.3% 3.3% 6.7% 13.3% 10.0% 26.7% 16.7% 20.0%  ages 1999-00 21.1% 18.4% 7.9%	8.3% 11.1% 5.6% 11.1% 11.1% 19.4% 13.9% 19.4%  2000-01 27.7% 14.9% 10.6%

Average Experience

16.0

14.6

15.1

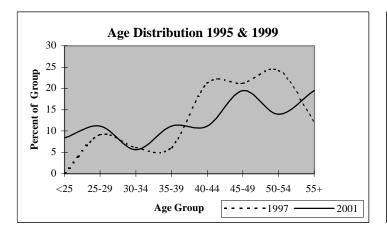
13.9

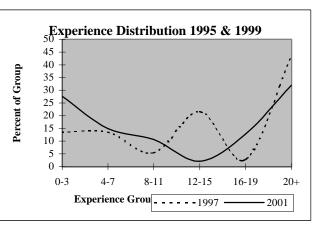
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	7	6	4	2	-	Ĺ	17.1%	15.0%	9.8%	4.5%	-		
Attrition from Transfers	2	0	0	1	-		4.9%	0.0%	0.0%	2.3%	-		
Attrition from Exits	5	6	4	1	-		12.2%	15.0%	9.8%	2.3%	-		
Teacher Attrition	7	5	4	0	-		18.9%	13.9%	11.1%	0.0%	-		
Attrition from Transfers	2	0	0	0	-		5.4%	0.0%	0.0%	0.0%	-		
Attrition from Exits	5	5	4	0	-		13.5%	13.9%	11.1%	0.0%	-		
District Retention													
<b>Educator Retention</b>	34	34	37	42	-		82.9%	85.0%	90.2%	95.5%	-		
Teacher Retention	30	31	32	38	-		81.1%	86.1%	88.9%	100.0%	-		

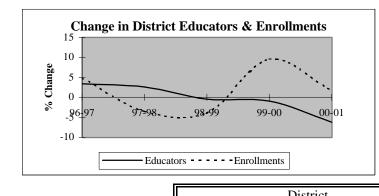
Teacher Retention	D:	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	73.3%	0.0%	26.7%					
1 Year of Experience	90.0%	0.0%	10.0%					
2 Years of Experience	83.3%	0.0%	16.7%					
3 Years of Experience	83.3%	0.0%	16.7%					
4 Years of Experience	80.0%	0.0%	20.0%					
5 Years of Experience	100.0%	0.0%	0.0%					

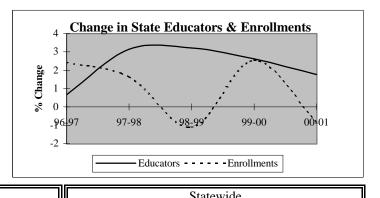
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages					Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses						,,					•
Race	4.4%	13.2%	20.4%	18.2%	19.2%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.4%	11.3%	18.4%	15.9%	15.4%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	2.4%	0.0%	0.0%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.2%	85.0%	87.8%	90.9%	80.8%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.3%	15.0%	12.2%	9.1%	19.2%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S				<u>'</u>						
Student to Educator Ratio	15.4	14.4	13.9	15.4	16.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.9	16.9	16.4	18.1	19.6	19.2	18.8	18.1	18.0	17.6	
Change in Educators	14	11	-2	-4	-27	-	-	-	-	-	
% Change in Educators	3.4%	2.6%	-0.5%	-0.9%	-6.2%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	305	-228	-247	583	113	-	-	-	-	-	
% Change in Enrollment	4.9%	-3.5%	-3.9%	9.6%	1.7%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.2%	0.0%	3.2%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.2%	4.3%	5.0%	5.1%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.8%	10.0%	10.1%	9.7%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.2%	0.5%	0.5%	0.7%	0.8%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	38.9%	36.8%	45.5%	45.5%	38.1%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.8	42.1	42.0	42.2	42.6	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.0	12.9	13.0	13.1	13.7	13.8	13.7	13.7	13.4	13.3	
Average Salary	33,318	33,287	34,695	36,351	36,805	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.3%	0.6%	0.6%	0.8%	0.9%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	74.5%	73.9%	73.6%	74.5%	76.6%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	9.8%	10.1%	10.2%	9.8%	8.7%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	2.6%	na	3.4%	3.3%	3.7%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.6%	0.0%	2.0%	2.8%	3.0%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

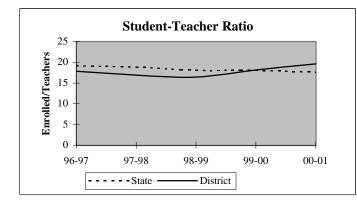
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	428	439	437	433	406		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	381	399	406	399	375		89.0%	90.9%	92.9%	92.1%	92.4%
Newly Hired	47	40	31	34	31	II	11.0%	9.1%	7.1%	7.9%	7.6%
Transfers In	14	2	5	6	5		29.8%	5.0%	16.1%	17.6%	16.1%
Reentrants	18	11	12	14	10		38.3%	27.5%	38.7%	41.2%	32.3%
First Time Educators	15	27	14	14	16		31.9%	67.5%	45.2%	41.2%	51.6%
Total Exiting Next Year	29	33	38	58	-		6.8%	7.5%	8.7%	13.4%	-
Transfers Out	6	8	8	8	-		20.7%	24.2%	21.1%	13.8%	-
Leave Tennessee Educ.	23	25	30	50	_		79.3%	75.8%	78.9%	86.2%	_

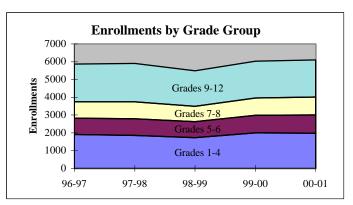
Dynamics Rates	District Rates									
District Attrition	6.8%	7.5%	8.7%	13.4%	-					
Transfers In/Out	2.33	0.25	0.63	0.75	-					

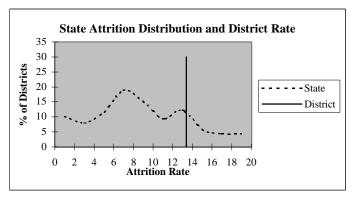
## District Report for: ROANE COUNTY

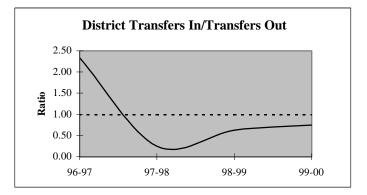
	District Counts					District Percentages						
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	428	439	437	433	406	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	18	19	22	22	21	4.2%	4.3%	5.0%	5.1%	5.2%		
Professional Staff	42	44	44	42	39	9.8%	10.0%	10.1%	9.7%	9.6%		
Total Teachers	368	376	371	369	346	86.0%	85.6%	84.9%	85.2%	85.2%		
Special Education	36	38	38	36	30	9.8%	10.1%	10.2%	9.8%	8.7%		
Pre-K & Kindergarten	25	28	25	26	24	6.8%	7.4%	6.7%	7.0%	6.9%		
Elementary (1-4)	120	122	122	123	122	32.6%	32.4%	32.9%	33.3%	35.3%		
Middle School (5-6)	44	41	41	41	41	12.0%	10.9%	11.1%	11.1%	11.8%		
Jr. High (7-8)	35	34	36	35	32	9.5%	9.0%	9.7%	9.5%	9.2%		
High School (9-12)	108	113	109	108	97	29.3%	30.1%	29.4%	29.3%	28.0%		
Business	5	3	4	3	1	4.6%	2.7%	3.7%	2.8%	1.0%		
Language Arts	15	14	13	14	14	13.9%	12.4%	11.9%	13.0%	14.4%		
Social Studies	13	14	14	13	13	12.0%	12.4%	12.8%	12.0%	13.4%		
Foreign Language	6	5	6	7	7	5.6%	4.4%	5.5%	6.5%	7.2%		
Mathematics	13	13	16	14	10	12.0%	11.5%	14.7%	13.0%	10.3%		
Science	12	12	13	14	10	11.1%	10.6%	11.9%	13.0%	10.3%		
Vocational Education	22	23	21	21	18	20.4%	20.4%	19.3%	19.4%	18.6%		
Other High School	22	29	22	22	24	20.4%	25.7%	20.2%	20.4%	24.7%		

Total Enrollments	6,570	6,342	6,095	6,678	6,791	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	426	432	425	465	495	6.5%	6.8%	7.0%	7.0%	7.3%
Grades 1-4	1,916	1,860	1,732	2,005	1,977	29.2%	29.3%	28.4%	30.0%	29.1%
Grades 5-6	914	932	901	986	1,024	13.9%	14.7%	14.8%	14.8%	15.1%
Grades 7-8	916	959	867	968	1,006	13.9%	15.1%	14.2%	14.5%	14.8%
Grades 9-12	2,128	2,159	1,986	2,067	2,086	32.4%	34.0%	32.6%	31.0%	30.7%
Ungraded	270	0	184	187	203	4.1%	0.0%	3.0%	2.8%	3.0%









**District Counts** 

District Percentages

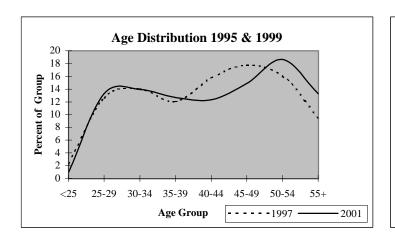
		210	inci Coun	· CO			21011	ict Percent	4505	
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	18	19	22	22	21	4.3%	4.5%	5.2%	5.3%	5.3%
White - Females	7	7	10	10	8	38.9%	36.8%	45.5%	45.5%	38.1%
White - Males	11	12	12	12	13	61.1%	63.2%	54.5%	54.5%	61.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	42	44	44	42	39	10.1%	10.5%	10.4%	10.0%	9.9%
White - Females	29	31	32	30	28	69.0%	70.5%	72.7%	71.4%	71.8%
White - Males	13	13	12	12	11	31.0%	29.5%	27.3%	28.6%	28.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	355	358	356	354	333	85.5%	85.0%	84.4%	84.7%	84.7%
White - Females	266	267	264	265	255	74.9%	74.6%	74.2%	74.9%	76.6%
White - Males	88	89	90	86	75	24.8%	24.9%	25.3%	24.3%	22.5%
Black - Females	0	1	0	0	0	0.0%	0.3%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	1	1	2	3	3	0.3%	0.3%	0.6%	0.8%	0.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	trict Coun	ts			Distr	rict Percent	ages	1
Age Distribution Teachers by Age Group	1996-97 1		trict Coun		2000-01	1996-97		rict Percent		2000-01
Teachers by Age Group		997-98		1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	8	997-98	1998-99 7	1999-00	3	2.3%	1997-98	1998-99	1999-00	0.9%
Teachers by Age Group Up to 24 25-29	8 44	997-98 10 40	1998-99 7 43	1999-00 3 49	3 42	2.3% 12.6%	1997-98 2.9% 11.4%	1998-99 2.0% 12.5%	1999-00 0.9% 14.5%	0.9% 13.3%
Teachers by Age Group Up to 24 25-29 30-34	8 44 49	997-98 10 40 52	7 43 52	3 49 47	3 42 44	2.3% 12.6% 14.0%	2.9% 11.4% 14.9%	2.0% 12.5% 15.1%	1999-00 0.9% 14.5% 13.9%	0.9% 13.3% 13.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39	8 44 49 42	997-98 10 40 52 35	7 43 52 37	3 49 47 40	3 42 44 40	2.3% 12.6% 14.0% 12.0%	2.9% 11.4% 14.9% 10.0%	2.0% 12.5% 15.1% 10.8%	1999-00 0.9% 14.5% 13.9% 11.8%	0.9% 13.3% 13.9% 12.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	8 44 49 42 55	997-98 10 40 52 35 59	7 43 52 37 51	3 49 47 40 45	3 42 44 40 39	2.3% 12.6% 14.0% 12.0% 15.8%	1997-98 2.9% 11.4% 14.9% 10.0% 16.9%	2.0% 12.5% 15.1% 10.8% 14.8%	1999-00 0.9% 14.5% 13.9% 11.8% 13.3%	0.9% 13.3% 13.9% 12.7% 12.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	8 44 49 42 55 62	997-98 10 40 52 35 59 63	7 43 52 37 51 63	3 49 47 40 45 54	3 42 44 40 39 47	2.3% 12.6% 14.0% 12.0% 15.8% 17.8%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0%	2.0% 12.5% 15.1% 10.8% 14.8% 18.3%	1999-00 0.9% 14.5% 13.9% 11.8% 13.3% 15.9%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	8 44 49 42 55	997-98 10 40 52 35 59	7 43 52 37 51	3 49 47 40 45	3 42 44 40 39	2.3% 12.6% 14.0% 12.0% 15.8%	1997-98 2.9% 11.4% 14.9% 10.0% 16.9%	2.0% 12.5% 15.1% 10.8% 14.8%	1999-00 0.9% 14.5% 13.9% 11.8% 13.3%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	8 44 49 42 55 62 56 33	997-98 10 40 52 35 59 63 52 39	7 43 52 37 51 63 55 36	3 49 47 40 45 54 61 40	3 42 44 40 39 47 59 42	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.9%	2.0% 12.5% 15.1% 10.8% 14.8% 18.3% 16.0%	1999-00 0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	8 44 49 42 55 62 56	997-98 10 40 52 35 59 63 52	7 43 52 37 51 63 55	3 49 47 40 45 54 61	3 42 44 40 39 47 59	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.9%	2.0% 12.5% 15.1% 10.8% 14.8% 18.3% 16.0%	1999-00 0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	8 44 49 42 55 62 56 33	997-98 10 40 52 35 59 63 52 39 42.1	7 43 52 37 51 63 55 36 42.0	3 49 47 40 45 54 61 40 42.2	3 42 44 40 39 47 59 42	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.9% 11.1%	2.0% 12.5% 15.1% 10.8% 14.8% 18.3% 16.0% 10.5%	1999-00 0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0% 11.8%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	8 44 49 42 55 62 56 33 41.8	997-98 10 40 52 35 59 63 52 39 42.1	7 43 52 37 51 63 55 36 42.0	3 49 47 40 45 54 61 40 42.2	3 42 44 40 39 47 59 42 42.6	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0% 9.5%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.9% 11.1%	1998-99 2.0% 12.5% 15.1% 10.8% 14.8% 16.0% 10.5%	1999-00 0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0% 11.8%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	8 44 49 42 55 62 56 33	997-98 10 40 52 35 59 63 52 39 42.1	7 43 52 37 51 63 55 36 42.0	3 49 47 40 45 54 61 40 42.2	3 42 44 40 39 47 59 42 42.6	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0% 9.5%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.9% 11.1%	2.0% 12.5% 15.1% 10.8% 14.8% 18.3% 16.0% 10.5%	1999-00 0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0% 11.8%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	8 44 49 42 55 62 56 33 41.8	997-98 10 40 52 35 59 63 52 39 42.1	7 43 52 37 51 63 55 36 42.0	3 49 47 40 45 54 61 40 42.2	3 42 44 40 39 47 59 42 42.6	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0% 9.5%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.9% 11.1%	1998-99 2.0% 12.5% 15.1% 10.8% 14.8% 16.0% 10.5%	1999-00 0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0% 11.8%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7% 13.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	8 44 49 42 55 62 56 33 41.8	997-98 10 40 52 35 59 63 52 39 42.1	7 43 52 37 51 63 55 36 42.0	3 49 47 40 45 54 61 40 42.2	3 42 44 40 39 47 59 42 42.6	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0% 9.5%	1997-98 2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.9% 11.1%	1998-99 2.0% 12.5% 15.1% 10.8% 14.8% 18.3% 16.0% 10.5%	1999-00  0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0% 11.8%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7% 13.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	8 44 49 42 55 62 56 33 41.8	997-98 10 40 52 35 59 63 52 39 42.1 Diss	7 43 52 37 51 63 55 36 42.0	3 49 47 40 45 54 61 40 42.2 ts	3 42 44 40 39 47 59 42 42.6	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0% 9.5%	1997-98 2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 11.1% Distr 1997-98 18.6%	2.0% 12.5% 15.1% 10.8% 14.8% 16.0% 10.5%  rict Percent 1998-99 20.2%	1999-00  0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0% 11.8%  11.8%  1999-00 20.1%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7% 13.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	8 44 49 42 55 62 56 33 41.8	997-98 10 40 52 35 59 63 52 39 42.1 Dist	7 43 52 37 51 63 55 36 42.0  trict Coun 1998-99	3 49 47 40 45 54 61 40 42.2  ts  1999-00	3 42 44 40 39 47 59 42 42.6	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0% 9.5%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.9% 11.1%  Distr 1997-98  18.6% 17.8%	1998-99 2.0% 12.5% 15.1% 10.8% 14.8% 18.3% 16.0% 10.5%  rict Percent: 1998-99 20.2% 16.4%	1999-00  0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0% 11.8%  1999-00  20.1% 16.3%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7% 13.3%  2000-01 19.4% 15.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	8 44 49 42 55 62 56 33 41.8	997-98 10 40 52 35 59 63 52 39 42.1 Dist	7 43 52 37 51 63 55 36 42.0  trict Coun 1998-99 75 61 44	3 49 47 40 45 54 61 40 42.2  ts 1999-00 74 60 44	3 42 44 40 39 47 59 42 42.6	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0% 9.5%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.1%  Distr 1997-98  18.6% 17.8% 12.8%	1998-99 2.0% 12.5% 15.1% 10.8% 14.8% 18.3% 16.0% 10.5%  rict Percent 1998-99 20.2% 16.4% 11.9%	1999-00  0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0% 11.8%  10.1% 10.	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7% 13.3%  2000-01 19.4% 15.6% 11.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	8 44 49 42 55 62 56 33 41.8  1996-97 1 69 63 47 53	997-98 10 40 52 35 59 63 52 39 42.1 Dist 997-98 70 67 48 49	7 43 52 37 51 63 55 36 42.0  trict Coun 1998-99 75 61 44 51	1999-00 3 49 47 40 45 54 61 40 42.2  ts 1999-00 74 60 44 48	3 42 44 40 39 47 59 42 42.6	2.3% 12.6% 14.0% 12.0% 15.8% 17.8% 16.0% 9.5%	2.9% 11.4% 14.9% 10.0% 16.9% 18.0% 14.1%  Distr 1997-98  18.6% 17.8% 12.8% 13.0%	1998-99 2.0% 12.5% 15.1% 10.8% 14.8% 18.3% 16.0% 10.5%  rict Percent 1998-99 20.2% 16.4% 11.9% 13.7%	1999-00  0.9% 14.5% 13.9% 11.8% 13.3% 15.9% 18.0% 11.8%  1999-00  20.1% 16.3% 11.9% 13.0%	0.9% 13.3% 13.9% 12.7% 12.3% 14.9% 18.7% 13.3%  2000-01 19.4% 15.6% 11.3% 11.8%

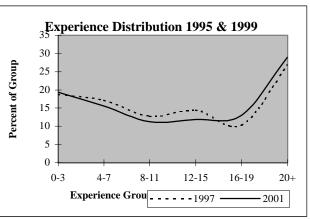
		District Counts					District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	29	33	38	58	-	ľ	6.8%	7.5%	8.7%	13.4%	-	
Attrition from Transfers	6	8	8	8	-		1.4%	1.8%	1.8%	1.8%	-	
Attrition from Exits	23	25	30	50	-		5.4%	5.7%	6.9%	11.5%	-	
Teacher Attrition	28	30	32	50	-		7.6%	8.0%	8.6%	13.6%	-	
Attrition from Transfers	6	8	7	6	-		1.6%	2.1%	1.9%	1.6%	-	
Attrition from Exits	22	22	25	44	-		6.0%	5.9%	6.7%	11.9%	-	
District Retention												
Educator Retention	399	406	399	375	-		93.2%	92.5%	91.3%	86.6%	-	
Teacher Retention	340	346	339	319	-		92.4%	92.0%	91.4%	86.4%	-	

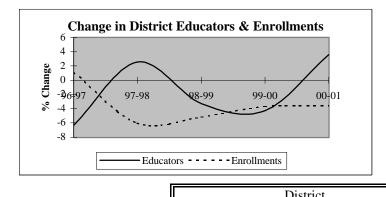
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	77.4%	4.3%	18.3%
1 Year of Experience	81.1%	1.1%	17.9%
2 Years of Experience	86.7%	2.2%	11.1%
3 Years of Experience	92.2%	2.6%	5.2%
4 Years of Experience	88.9%	4.9%	6.2%
5 Years of Experience	88.9%	4.9%	6.2%

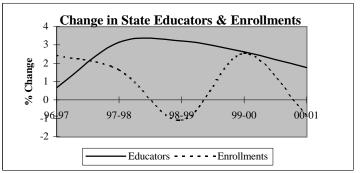
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages					Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	9.4%	14.5%	16.4%	19.3%	19.7%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.0%	8.1%	10.1%	11.5%	10.3%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.9%	1.8%	0.9%	0.5%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.6%	90.0%	92.2%	92.6%	93.1%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.4%	8.9%	5.9%	6.5%	6.4%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	15.1	13.9	13.6	13.7	12.7	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.2	16.9	16.6	16.8	15.7	19.2	18.8	18.1	18.0	17.6
Change in Educators	-8	3	-4	-5	4	-	-	-	-	-
% Change in Educators	-6.3%	2.5%	-3.3%	-4.3%	3.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	20	-108	-87	-59	-55	-	-	-	-	-
% Change in Enrollment:	1.1%	-6.0%	-5.2%	-3.7%	-3.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	9.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.9%	6.6%	6.0%	7.1%	6.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.0%	11.6%	12.0%	11.6%	12.1%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.6%	3.4%	3.5%	3.7%	2.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	28.6%	12.5%	28.6%	37.5%	37.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.0	46.2	47.0	46.7	47.0	43.3	43.5	43.6	43.7	43.9
Average Experience	17.9	18.7	19.2	18.9	19.0	13.8	13.7	13.7	13.4	13.3
Average Salary	33,749	34,545	35,606	36,050	34,592	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.1%	4.2%	4.3%	4.5%	3.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	78.6%	77.8%	78.1%	79.1%	79.8%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	13.3%	13.1%	13.5%	14.3%	14.9%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	12.1%	na	12.5%	12.8%	11.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	4.0%	3.2%	1.2%	3.2%	3.7%	1.7%	1.6%	1.8%	1.8%	1.8%

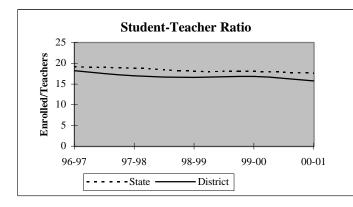
		District Counts						District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Total Workforce	118	121	117	112	116		100.0%	100.0%	100.0%	100.0%	100.0%		
Retained Educators	115	113	112	104	106		97.5%	93.4%	95.7%	92.9%	91.4%		
Newly Hired	3	8	5	8	10	I	2.5%	6.6%	4.3%	7.1%	8.6%		
Transfers In	1	1	2	4	2		33.3%	12.5%	40.0%	50.0%	20.0%		
Reentrants	1	5	3	0	4		33.3%	62.5%	60.0%	0.0%	40.0%		
First Time Educators	1	2	0	4	4		33.3%	25.0%	0.0%	50.0%	40.0%		
Total Exiting Next Year	5	9	13	6	-	I	4.2%	7.4%	11.1%	5.4%	-		
Transfers Out	2	2	1	3	-		40.0%	22.2%	7.7%	50.0%	=		
Leave Tennessee Educ.	3	7	12	3	-		60.0%	77.8%	92.3%	50.0%	_		

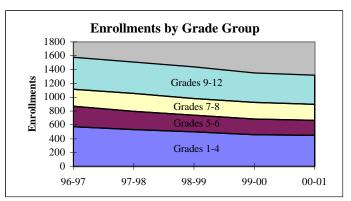
Dynamics Rates	District Rates								
District Attrition	4.2%	7.4%	11.1%	5.4%	-				
Transfers In/Out	0.50	0.50	2.00	1.33	-				

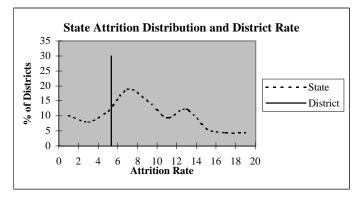
## District Report for: HARRIMAN

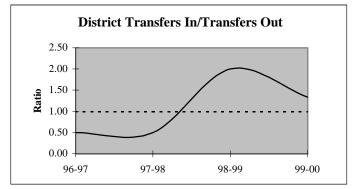
		Dis	trict Coun	ıts		District Percentages				
Profile by Position	1996-97 1	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	118	121	117	112	116	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	7	8	7	8	8	5.9%	6.6%	6.0%	7.1%	6.9%
Professional Staff	13	14	14	13	14	11.0%	11.6%	12.0%	11.6%	12.1%
Total Teachers	98	99	96	91	94	83.1%	81.8%	82.1%	81.3%	81.0%
Special Education	13	13	13	13	14	13.3%	13.1%	13.5%	14.3%	14.9%
Pre-K & Kindergarten	8	8	8	7	8	8.2%	8.1%	8.3%	7.7%	8.5%
Elementary (1-4)	37	37	38	36	34	37.8%	37.4%	39.6%	39.6%	36.2%
Middle School (5-6)	13	13	11	9	10	13.3%	13.1%	11.5%	9.9%	10.6%
Jr. High (7-8)	6	8	8	8	8	6.1%	8.1%	8.3%	8.8%	8.5%
High School (9-12)	21	20	18	18	20	21.4%	20.2%	18.8%	19.8%	21.3%
Business	2	1	1	2	2	9.5%	5.0%	5.6%	11.1%	10.0%
Language Arts	4	3	3	3	3	19.0%	15.0%	16.7%	16.7%	15.0%
Social Studies	2	1	1	1	1	9.5%	5.0%	5.6%	5.6%	5.0%
Foreign Language	1	1	1	1	1	4.8%	5.0%	5.6%	5.6%	5.0%
Mathematics	4	3	3	3	3	19.0%	15.0%	16.7%	16.7%	15.0%
Science	2	2	3	3	3	9.5%	10.0%	16.7%	16.7%	15.0%
Vocational Education	2	2	2	2	3	9.5%	10.0%	11.1%	11.1%	15.0%
Other High School	4	7	4	3	4	19.0%	35.0%	22.2%	16.7%	20.0%
Total Enrollments	1 786	1 678	1 501	1 532	1 477	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	1,786	1,678	1,591	1,532	1,477	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	140	118	97	134	105	7.8%	7.0%	6.1%	8.7%	7.1%
Grades 1-4	575	532	498	459	451	32.2%	31.7%	31.3%	30.0%	30.5%
Grades 5-6	295	263	242	224	214	16.5%	15.7%	15.2%	14.6%	14.5%
Grades 7-8	243	258	242	242	231	13.6%	15.4%	15.2%	15.8%	15.6%
Grades 9-12	463	454	455	424	422	25.9%	27.1%	28.6%	27.7%	28.6%
Ungraded	70	53	57	49	54	3.9%	3.2%	3.6%	3.2%	3.7%









District Percentages

District Counts

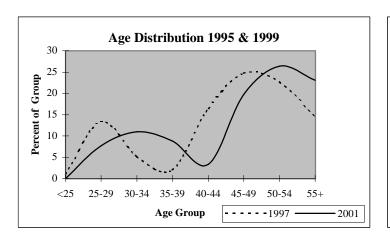
			net Coun					ict Percent	6	
Profile by	1996-97 1	997-98 1	998-99 1	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	1	'			<u> </u>	<u>,                                      </u>				
Administrative	7	8	7	8	8	6.1%	6.8%	6.1%	7.3%	7.0%
White - Females	2	1	2	3	3	28.6%	12.5%	28.6%	37.5%	37.5%
White - Males	5	7	5	5	5	71.4%	87.5%	71.4%	62.5%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	12	13	13	12	13	10.4%	11.1%	11.4%	11.0%	11.4%
White - Females	10	11	12	10	11	83.3%	84.6%	92.3%	83.3%	84.6%
White - Males	2	2	1	2	2	16.7%	15.4%	7.7%	16.7%	15.4%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	96	96	94	89	93	83.5%	82.1%	82.5%	81.7%	81.6%
White - Females	73	72	70	67	71	76.0%	75.0%	74.5%	75.3%	76.3%
White - Males	20	20	20	18	19	20.8%	20.8%	21.3%	20.2%	20.4%
Black - Females	2	3	3	3	3	2.1%	3.1%	3.2%	3.4%	3.2%
Black - Males	1	1	1	1	0	1.0%	1.0%	1.1%	1.1%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	T-									1
Age Distribution			rict Count					rict Percent		
Age Distribution Teachers by Age Group	1996-97 1				2000-01	1996-97	Distr	rict Percent 1998-99	ages 1999-00	2000-01
•	1996-97 1				2000-01	1996-97				2000-01
Teachers by Age Group		997-98 1	998-99	1999-00 2			1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	1	997-98 1 1	998-99 1	1999-00 2	0	1.0%	1997-98	1998-99	1999-00	0.0%
Teachers by Age Group Up to 24 25-29	1 13	997-98 1 1 8	998-99 1 0 7	1999-00 2 0 6	0 7	1.0% 13.4%	1997-98 1.0% 8.3%	1998-99 0.0% 7.4%	1999-00 0.0% 6.7%	0.0% 7.7%
Teachers by Age Group Up to 24 25-29 30-34	1 13 5	997-98 1 1 8 8	998-99 1 0 7 10	1999-00 2 0 6 11	0 7 10	1.0% 13.4% 5.2%	1997-98 1.0% 8.3% 8.3%	1998-99 0.0% 7.4% 10.6%	1999-00 0.0% 6.7% 12.4%	0.0% 7.7% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 13 5 2	997-98 1 8 8 3	998-99 1 0 7 10 3	0 6 11 5	0 7 10 8	1.0% 13.4% 5.2% 2.1%	1997-98 1.0% 8.3% 8.3% 3.1%	1998-99 0.0% 7.4% 10.6% 3.2%	1999-00 0.0% 6.7% 12.4% 5.6%	0.0% 7.7% 11.0% 8.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 13 5 2 16	997-98 1 8 8 8 3 12	998-99 0 7 10 3 7	0 6 11 5 5	0 7 10 8 3	1.0% 13.4% 5.2% 2.1% 16.5%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5%	1998-99 0.0% 7.4% 10.6% 3.2% 7.4%	1999-00 0.0% 6.7% 12.4% 5.6% 5.6%	0.0% 7.7% 11.0% 8.8% 3.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 13 5 2 16 24	997-98 1 8 8 8 3 12 25	998-99 1 0 7 10 3 7 24	0 6 11 5 5 21	0 7 10 8 3 18	1.0% 13.4% 5.2% 2.1% 16.5% 24.7%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0%	1998-99 0.0% 7.4% 10.6% 3.2% 7.4% 25.5%	1999-00 0.0% 6.7% 12.4% 5.6% 5.6% 23.6%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 13 5 2 16 24 22 14	997-98 1 8 8 3 12 25 22 17	998-99 1 0 7 10 3 7 24 27 16	0 6 11 5 5 21 23 18	0 7 10 8 3 18 24 21	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9%	1998-99 0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7%	1999-00 0.0% 6.7% 12.4% 5.6% 5.6% 23.6% 25.8%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 13 5 2 16 24 22	997-98 1 8 8 3 12 25 22	998-99 1 0 7 10 3 7 24 27	0 6 11 5 5 21 23	0 7 10 8 3 18 24	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9%	1998-99 0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7%	1999-00 0.0% 6.7% 12.4% 5.6% 5.6% 23.6% 25.8%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 13 5 2 16 24 22 14	997-98 1 8 8 3 12 25 22 17 46.2	998-99 1 0 7 10 3 7 24 27 16 47.0	0 6 11 5 5 21 23 18 46.7	0 7 10 8 3 18 24 21	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7%	1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9% 17.7%	1998-99 0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7% 17.0%	1999-00 0.0% 6.7% 12.4% 5.6% 5.6% 23.6% 25.8% 20.2%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 13 5 2 16 24 22 14 45.0	997-98 1 8 8 3 12 25 22 17 46.2	998-99 1 0 7 10 3 7 24 27 16 47.0	999-00 2 0 6 11 5 5 21 23 18 46.7	0 7 10 8 3 18 24 21 47.0	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7% 14.4%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9% 17.7%	1998-99 0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7% 17.0%	1999-00 0.0% 6.7% 12.4% 5.6% 5.6% 23.6% 25.8% 20.2%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4% 23.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 13 5 2 16 24 22 14 45.0	997-98 1 8 8 3 12 25 22 17 46.2	998-99 1 0 7 10 3 7 24 27 16 47.0	999-00 2 0 6 11 5 5 21 23 18 46.7	0 7 10 8 3 18 24 21 47.0	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7% 14.4%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9% 17.7% Distr	1998-99  0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7% 17.0%	1999-00 0.0% 6.7% 12.4% 5.6% 23.6% 25.8% 20.2% ages 1999-00	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4% 23.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 13 5 2 16 24 22 14 45.0	997-98 1 8 8 3 12 25 22 17 46.2 Dist	998-99 1 0 7 10 3 7 24 27 16 47.0	999-00 2 0 6 11 5 5 21 23 18 46.7	0 7 10 8 3 18 24 21 47.0	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7% 14.4%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9% 17.7% Distr 1997-98 8.1%	1998-99  0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7% 17.0%  rict Percent 1998-99 9.4%	1999-00  0.0% 6.7% 12.4% 5.6% 5.6% 23.6% 25.8% 20.2%  ages 1999-00 8.8%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4% 23.1% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 13 5 2 16 24 22 14 45.0	997-98 1 8 8 3 12 25 22 17 46.2 Dist	998-99 1 0 7 10 3 7 24 27 16 47.0	999-00 2 0 6 11 5 5 21 23 18 46.7	0 7 10 8 3 18 24 21 47.0	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7% 14.4%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9% 17.7%  Distr 1997-98 8.1% 11.1%	1998-99  0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7% 17.0%  ict Percent 1998-99  9.4% 11.5%	1999-00 0.0% 6.7% 12.4% 5.6% 23.6% 25.8% 20.2% ages 1999-00	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4% 23.1% 2000-01 10.6% 10.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 13 5 2 16 24 22 14 45.0	997-98 1 8 8 3 12 25 22 17 46.2 Dist	998-99 1 0 7 10 3 7 24 27 16 47.0	999-00 2 0 6 11 5 5 21 23 18 46.7	0 7 10 8 3 18 24 21 47.0	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7% 14.4%  1996-97 13.3% 8.2% 7.1%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9% 17.7% Distr 1997-98 8.1% 11.1% 10.1%	1998-99  0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7% 17.0%  ict Percent 1998-99  9.4% 11.5% 9.4%	1999-00  0.0% 6.7% 12.4% 5.6% 5.6% 23.6% 25.8% 20.2%  ages 1999-00  8.8% 13.2% 6.6%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4% 23.1%  2000-01 10.6% 10.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 13 5 2 16 24 22 14 45.0	997-98 1 8 8 3 12 25 22 17 46.2 Dist 997-98 1 10 5	998-99 1 0 7 10 3 7 24 27 16 47.0	1999-00 2 0 6 11 5 5 21 23 18 46.7	0 7 10 8 3 18 24 21 47.0	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7% 14.4%  1996-97  13.3% 8.2% 7.1% 6.1%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9% 17.7% Distr 1997-98 8.1% 11.1% 10.1% 5.1%	1998-99  0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7% 17.0%  rict Percent 1998-99  9.4% 11.5% 9.4% 3.1%	1999-00  0.0% 6.7% 12.4% 5.6% 5.6% 23.6% 25.8% 20.2%  ages 1999-00  8.8% 13.2% 6.6% 6.6%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4% 23.1%  2000-01  10.6% 10.6% 5.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 13 5 2 16 24 22 14 45.0	997-98 1 8 8 3 12 25 22 17 46.2 Dist 997-98 1 8 11 10 5 13	998-99 1 0 7 10 3 7 24 27 16 47.0 rict Count 998-99 1 9 11 9 3 9	999-00 2 0 6 11 5 5 21 23 18 46.7 1999-00 2 8 12 6 6 7	0 7 10 8 3 18 24 21 47.0	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7% 14.4%  1996-97  13.3% 8.2% 7.1% 6.1% 17.3%	1997-98  1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9% 17.7%  Distr 1997-98  8.1% 11.1% 10.1% 5.1% 13.1%	1998-99  0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7% 17.0%  1998-99  9.4% 11.5% 9.4% 3.1% 9.4%	1999-00  0.0% 6.7% 12.4% 5.6% 5.6% 23.6% 25.8% 20.2%  ages 1999-00  8.8% 13.2% 6.6% 6.6% 7.7%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4% 23.1%  2000-01  10.6% 10.6% 10.6% 5.3% 5.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 13 5 2 16 24 22 14 45.0	997-98 1 8 8 3 12 25 22 17 46.2 Dist 997-98 1 10 5	998-99 1 0 7 10 3 7 24 27 16 47.0 rict Count 998-99 1 9 11 9 3	1999-00 2 0 6 11 5 5 21 23 18 46.7 ts 1999-00 2 8 12 6 6	0 7 10 8 3 18 24 21 47.0	1.0% 13.4% 5.2% 2.1% 16.5% 24.7% 22.7% 14.4%  1996-97  13.3% 8.2% 7.1% 6.1%	1997-98 1.0% 8.3% 8.3% 3.1% 12.5% 26.0% 22.9% 17.7% Distr 1997-98 8.1% 11.1% 10.1% 5.1%	1998-99  0.0% 7.4% 10.6% 3.2% 7.4% 25.5% 28.7% 17.0%  rict Percent 1998-99  9.4% 11.5% 9.4% 3.1%	1999-00  0.0% 6.7% 12.4% 5.6% 5.6% 23.6% 25.8% 20.2%  ages 1999-00  8.8% 13.2% 6.6% 6.6%	0.0% 7.7% 11.0% 8.8% 3.3% 19.8% 26.4% 23.1%  2000-01  10.6% 10.6% 5.3%

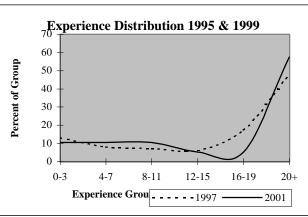
	District Counts					District Rates				
1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
5	9	13	6	-	4.2%	7.4%	11.1%	5.4%	-	
2	2	1	3	-	1.7%	1.7%	0.9%	2.7%	-	
3	7	12	3	-	2.5%	5.8%	10.3%	2.7%	-	
5	6	10	6	-	5.1%	6.1%	10.4%	6.6%	-	
2	2	1	3	-	2.0%	2.0%	1.0%	3.3%	-	
3	4	9	3	-	3.1%	4.0%	9.4%	3.3%	-	
113	112	104	106	-	95.8%	92.6%	88.9%	94.6%	-	
93	93	86	85	_	94.9%	93.9%	89.6%	93.4%	-	
	5 2 3 5 2 3	1996-97 1997-98 5 9 2 2 3 7 5 6 2 2 2 3 4 113 112	1996-97     1997-98     1998-99       5     9     13       2     2     1       3     7     12       5     6     10       2     2     1       3     4     9       113     112     104	1996-97         1997-98         1998-99         1999-00           5         9         13         6           2         2         1         3           3         7         12         3           5         6         10         6           2         2         1         3           3         4         9         3           113         112         104         106	1996-97     1997-98     1998-99     1999-00     2000-01       5     9     13     6     -       2     2     1     3     -       3     7     12     3     -       5     6     10     6     -       2     2     1     3     -       3     4     9     3     -       113     112     104     106     -	1996-97       1997-98       1998-99       1999-00       2000-01       1996-97         5       9       13       6       -       4.2%         2       2       1       3       -       1.7%         3       7       12       3       -       2.5%         5       6       10       6       -       5.1%         2       2       1       3       -       2.0%         3       4       9       3       -       3.1%         113       112       104       106       -       95.8%	1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98           5         9         13         6         -         4.2%         7.4%           2         2         1         3         -         1.7%         1.7%           3         7         12         3         -         2.5%         5.8%           5         6         10         6         -         5.1%         6.1%           2         2         1         3         -         2.0%         2.0%           3         4         9         3         -         3.1%         4.0%           113         112         104         106         -         95.8%         92.6%	1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99           5         9         13         6         -         4.2%         7.4%         11.1%           2         2         1         3         -         1.7%         1.7%         0.9%           3         7         12         3         -         2.5%         5.8%         10.3%           5         6         10         6         -         5.1%         6.1%         10.4%           2         2         1         3         -         2.0%         2.0%         1.0%           3         4         9         3         -         3.1%         4.0%         9.4%           113         112         104         106         -         95.8%         92.6%         88.9%	1996-97         1997-98         1998-99         1999-00         2000-01         1996-97         1997-98         1998-99         1999-00           5         9         13         6         -         4.2%         7.4%         11.1%         5.4%           2         2         1         3         -         1.7%         1.7%         0.9%         2.7%           3         7         12         3         -         2.5%         5.8%         10.3%         2.7%           5         6         10         6         -         5.1%         6.1%         10.4%         6.6%           2         2         1         3         -         2.0%         2.0%         1.0%         3.3%           3         4         9         3         -         3.1%         4.0%         9.4%         3.3%           113         112         104         106         -         95.8%         92.6%         88.9%         94.6%	

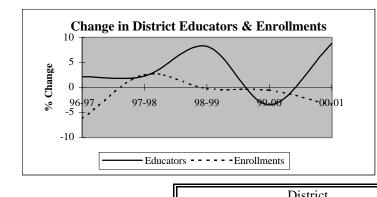
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	66.7%	8.3%	25.0%					
1 Year of Experience	80.0%	0.0%	20.0%					
2 Years of Experience	86.7%	0.0%	13.3%					
3 Years of Experience	94.4%	0.0%	5.6%					
4 Years of Experience	68.4%	21.1%	10.5%					
5 Years of Experience	81.8%	9.1%	9.1%					

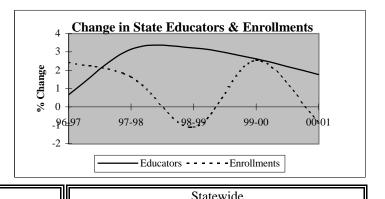
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statev	vide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.9%	10.1%	10.0%	13.2%	11.9%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.4%	7.0%	6.2%	6.1%	5.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.8%	1.7%	0.9%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	98.3%	93.4%	95.7%	95.5%	93.1%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	1.7%	5.8%	2.6%	3.6%	6.9%		8.6%	9.3%	9.4%	11.0%	10.3%









[			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	·s									
Student to Educator Ratio	16.5	16.6	15.3	15.7	13.9	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.1	19.4	17.7	18.2	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	13	14	52	-24	58	-	-	-	-	-
% Change in Educators	2.1%	2.3%	8.2%	-3.5%	8.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-677	265	-27	-58	-365	-	-	-	-	-
% Change in Enrollments	-6.2%	2.6%	-0.3%	-0.6%	-3.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.2%	0.1%	0.3%	8.3%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.7%	4.6%	4.4%	4.4%	4.3%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.9%	10.0%	9.6%	9.4%	9.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	7.4%	7.5%	7.4%	7.0%	6.2%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	10.7%	10.3%	10.0%	6.9%	9.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	27.6%	27.6%	33.3%	37.9%	35.5%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.7	42.1	42.5	42.8	43.1	43.3	43.5	43.6	43.7	43.9
Average Experience	12.4	12.3	12.4	12.9	12.9	13.8	13.7	13.7	13.4	13.3
Average Salary	32,025	32,332	33,242	34,790	34,298	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	7.2%	7.4%	7.2%	7.0%	6.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	84.9%	84.3%	83.7%	83.7%	83.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.3%	11.6%	11.2%	11.9%	11.6%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	11.7%	na	12.2%	11.8%	11.6%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.4%	1.2%	1.6%	1.2%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%

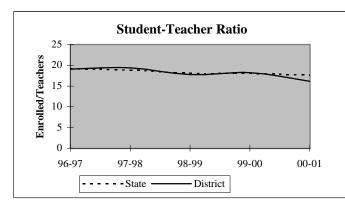
		Dis	strict Cou	nts			•	Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	619	633	685	661	719		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	561	569	626	615	649		90.6%	89.9%	91.4%	93.0%	90.3%
Newly Hired	58	64	59	46	70		9.4%	10.1%	8.6%	7.0%	9.7%
Transfers In	5	5	8	10	10		8.6%	7.8%	13.6%	21.7%	14.3%
Reentrants	17	19	23	13	25		29.3%	29.7%	39.0%	28.3%	35.7%
First Time Educators	36	40	28	23	35		62.1%	62.5%	47.5%	50.0%	50.0%
Total Exiting Next Year	50	7	70	12	=	I	8.1%	1.1%	10.2%	1.8%	-
Transfers Out	8	3	8	3	=		16.0%	42.9%	11.4%	25.0%	=.
Leave Tennessee Educ.	42	4	62	9	-		84.0%	57.1%	88.6%	75.0%	-

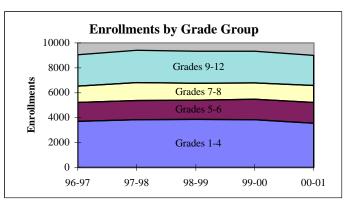
Dynamics Rates	District Rates									
District Attrition	8.1%	1.1%	10.2%	1.8%	-					
Transfers In/Out	0.63	1.67	1.00	3.33	-					

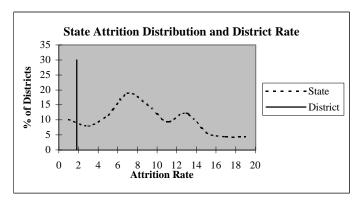
### District Report for: ROBERTSON COUNTY

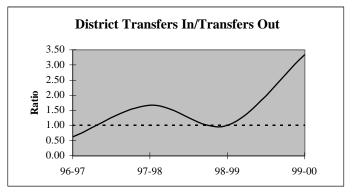
		Dis	trict Coun	its			Distr	rict Percent	ages	
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	619	633	685	661	719	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	29	29	30	29	31	4.7%	4.6%	4.4%	4.4%	4.3%
Professional Staff	55	63	66	62	66	8.9%	10.0%	9.6%	9.4%	9.2%
Total Teachers	535	541	589	570	622	86.4%	85.5%	86.0%	86.2%	86.5%
Special Education	66	63	66	68	72	12.3%	11.6%	11.2%	11.9%	11.6%
Pre-K & Kindergarten	48	53	57	58	66	9.0%	9.8%	9.7%	10.2%	10.6%
Elementary (1-4)	188	189	209	198	216	35.1%	34.9%	35.5%	34.7%	34.7%
Middle School (5-6)	62	57	64	62	71	11.6%	10.5%	10.9%	10.9%	11.4%
Jr. High (7-8)	41	42	48	46	51	7.7%	7.8%	8.1%	8.1%	8.2%
High School (9-12)	130	137	145	138	146	24.3%	25.3%	24.6%	24.2%	23.5%
Business	10	6	6	9	10	7.7%	4.4%	4.1%	6.5%	6.8%
Language Arts	19	23	23	21	23	14.6%	16.8%	15.9%	15.2%	15.8%
Social Studies	13	12	13	17	16	10.0%	8.8%	9.0%	12.3%	11.0%
Foreign Language	5	5	6	6	7	3.8%	3.6%	4.1%	4.3%	4.8%
Mathematics	17	18	19	19	20	13.1%	13.1%	13.1%	13.8%	13.7%
Science	13	13	14	15	17	10.0%	9.5%	9.7%	10.9%	11.6%
Vocational Education	22	21	24	23	24	16.9%	15.3%	16.6%	16.7%	16.4%
Other High School	31	39	40	28	29	23.8%	28.5%	27.6%	20.3%	19.9%

Total Enrollments	10,213	10,478	10,451	10,393	10,028	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	942	948	969	938	932	9.2%	9.0%	9.3%	9.0%	9.3%
Grades 1-4	3,704	3,837	3,846	3,828	3,547	36.3%	36.6%	36.8%	36.8%	35.4%
Grades 5-6	1,523	1,547	1,565	1,638	1,681	14.9%	14.8%	15.0%	15.8%	16.8%
Grades 7-8	1,312	1,427	1,361	1,327	1,346	12.8%	13.6%	13.0%	12.8%	13.4%
Grades 9-12	2,511	2,591	2,555	2,536	2,422	24.6%	24.7%	24.4%	24.4%	24.2%
Ungraded	221	128	155	126	100	2.2%	1.2%	1.5%	1.2%	1.0%









		Dist	rict Count	S		District Percentages				
Profile by	1996-97 1				2000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender	<u>                                     </u>					<u>                                     </u>				
Administrative	28	29	30	29	31	4.7%	4.8%	4.7%	4.6%	4.6%
White - Females	7	8	10	11	11	25.0%	27.6%	33.3%	37.9%	35.5%
White - Males	18	18	17	16	17	64.3%	62.1%	56.7%	55.2%	54.8%
Black - Females	1	0	0	0	0	3.6%	0.0%	0.0%	0.0%	0.0%
Black - Males	2	3	3	2	3	7.1%	10.3%	10.0%	6.9%	9.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	53	59	62	57	61	8.9%	9.8%	9.6%	9.1%	9.0%
White - Females	41	47	49	46	50	77.4%	79.7%	79.0%	80.7%	82.0%
White - Males	8	8	8	7	7	15.1%	13.6%	12.9%	12.3%	11.5%
Black - Females	4	4	5	4	4	7.5%	6.8%	8.1%	7.0%	6.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	512	512	553	542	585	86.3%	85.3%	85.7%	86.3%	86.4%
White - Females	409	407	439	429	468	79.9%	79.5%	79.4%	79.2%	80.0%
White - Males	66	67	74	75	82	12.9%	13.1%	13.4%	13.8%	14.0%
Black - Females	29	30	32	30	30	5.7%	5.9%	5.8%	5.5%	5.1%
Black - Males	6	5	5	5	3	1.2%	1.0%	0.9%	0.9%	0.5%
Other - Females	1	2	2	2	1	0.2%	0.4%	0.4%	0.4%	0.2%
Other - Males	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.2%
										1
Age Distribution			rict Count					rict Percenta		
Teachers by Age Group	1996-97 1		998-99 1	999-00 2	2000-01		1997-98		1999-00	2000-01
Up to 24	7	10	5	3	8	1.5%	2.2%	1.0%	0.6%	1.6%
25-29	65	59	61	61	53	13.7%	12.9%	12.7%	12.9%	10.7%
30-34	60	58	71	63	72	12.6%	12.7%	14.8%	13.3%	14.5%
35-39	55	57	58	56	58	11.6%	12.5%	12.1%	11.8%	11.7%
40-45	84	76	63	60	64	17.7%	16.6%	13.1%	12.7%	12.9%
45-49	92	82	88	82	85	19.4%	17.9%	18.3%	17.3%	17.1%
50-54	61	65	76	87	82	12.8%	14.2%	15.8%	18.4%	16.5%
55+	51	50	58	61	75	10.7%	10.9%	12.1%	12.9%	15.1%
Average Age	41.7	42.1	42.5	42.8	43.1					
Experience Distribution		Dist	rict Count	S			Distr	rict Percenta	ges	
Teachers by Experience	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	127	134	138	121	130	23.7%	24.8%	23.4%	21.2%	20.9%
4-7 Years	91	93	116	111	120	17.0%	17.2%	19.7%	19.5%	19.3%
8-11 Years	51	56	64	64	86	9.5%	10.4%	10.9%	11.2%	13.8%
12-15 Years	59	57	55	56	49	11.0%	10.5%	9.3%	9.8%	7.9%
16-19 Years	73	56	58	49	59	13.6%	10.4%	9.8%	8.6%	9.5%
20+ Years	134	145	158	169	178	25.0%	26.8%	26.8%	29.6%	28.6%
			-20	- 07	2.0		_ 3.0,3	, _ ,		_ 3.0 / 3

Average Experience

12.4

12.3

12.9

12.9

12.4

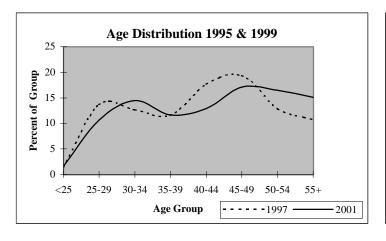
# District Report for: ROBERTSON COUNTY

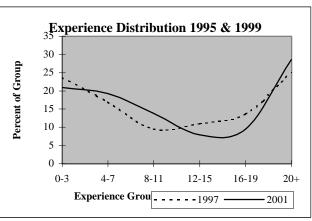
		District Counts					District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	199	96-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	50	7	70	12	-		8.1%	1.1%	10.2%	1.8%	-
Attrition from Transfers	8	3	8	3	-	_	1.3%	0.5%	1.2%	0.5%	-
Attrition from Exits	42	4	62	9	-		6.8%	0.6%	9.1%	1.4%	-
Teacher Attrition	46	6	61	12	-		8.6%	1.1%	10.4%	2.1%	-
Attrition from Transfers	8	3	8	3	-		1.5%	0.6%	1.4%	0.5%	-
Attrition from Exits	38	3	53	9	-		7.1%	0.6%	9.0%	1.6%	-
District Retention											
<b>Educator Retention</b>	569	626	615	649	-	9	91.9%	98.9%	89.8%	98.2%	-
Teacher Retention	489	535	528	558	-	9	91.4%	98.9%	89.6%	97.9%	-

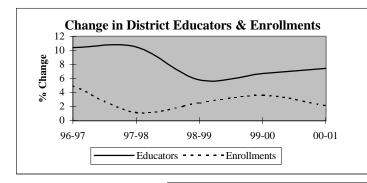
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	89.2%	1.2%	9.6%					
1 Year of Experience	88.5%	0.6%	10.9%					
2 Years of Experience	90.7%	3.1%	6.2%					
3 Years of Experience	86.7%	4.7%	8.7%					
4 Years of Experience	93.2%	1.5%	5.3%					
5 Years of Experience	93.1%	2.3%	4.6%					

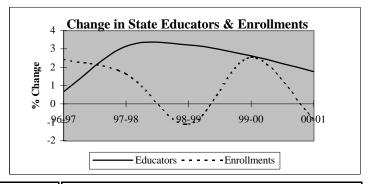
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	9.7%	14.2%	15.9%	18.4%	20.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.6%	9.9%	11.3%	10.1%	7.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.5%	0.3%	1.0%	0.9%	1.1%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	90.5%	90.2%	91.2%	93.5%	90.4%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.0%	0.3%	0.2%	0.1%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	8.9%	9.5%	7.4%	5.4%	8.3%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide						
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Supply & Demand Indicator	S											
Student to Educator Ratio	17.1	15.6	15.1	14.7	14.0	16.4	16.2	15.5	15.5	15.1		
Student to Teacher Ratio	19.3	17.8	17.5	17.1	16.2	19.2	18.8	18.1	18.0	17.6		
Change in Educators	138	154	94	115	136	-	-	-	-	-		
% Change in Educators	10.4%	10.5%	5.8%	6.7%	7.4%	0.7%	3.1%	3.2%	2.6%	1.8%		
Change in Enrollments	1,182	283	634	929	580	-	-	-	-	-		
% Change in Enrollment	5.0%	1.1%	2.5%	3.6%	2.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%		
Workforce												
% Part-Time	0.5%	0.6%	1.2%	1.0%	13.0%	0.7%	0.7%	0.7%	0.7%	6.9%		
% Administrative Staff	3.7%	3.6%	3.6%	3.8%	3.7%	4.5%	4.5%	4.4%	4.4%	4.3%		
% Professional Staff	8.0%	8.5%	9.9%	10.2%	10.3%	9.6%	9.5%	9.6%	9.6%	9.7%		
% Minority	5.6%	5.6%	5.5%	5.5%	6.0%	12.1%	12.3%	12.4%	12.6%	12.8%		
% Minority in Admin.	11.3%	12.3%	9.7%	11.4%	11.1%	16.8%	17.2%	16.7%	17.1%	17.7%		
% Female in Admin.	27.8%	32.8%	38.7%	38.6%	39.7%	36.3%	37.4%	38.6%	40.6%	41.5%		
Teachers												
Average Age	41.1	40.9	40.5	40.7	40.5	43.3	43.5	43.6	43.7	43.9		
Average Experience	12.3	12.0	11.6	11.7	11.5	13.8	13.7	13.7	13.4	13.3		
Average Salary	34,375	34,273	35,100	36,652	35,602	33,907	34,370	35,839	36,884	36,619		
% Minority Teachers	5.2%	5.1%	5.0%	5.0%	5.6%	12.0%	12.1%	12.3%	12.5%	12.6%		
% Female Teachers	79.2%	79.4%	79.1%	79.6%	79.0%	79.2%	79.4%	79.4%	79.4%	79.6%		
% Special Ed. Teachers	10.8%	10.5%	10.9%	10.1%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%		
Enrollment												
% Minority	11.9%	na	13.4%	14.0%	15.2%	26.0%	na	26.5%	27.3%	27.7%		
% Special Education	1.6%	2.1%	2.0%	2.1%	2.1%	1.7%	1.6%	1.8%	1.8%	1.8%		
Г		D'	trict Cour	-4	1	District Parcentages						

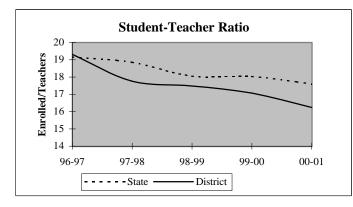
		Di	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	1,466	1,620	1,714	1,829	1,965		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,255	1,369	1,482	1,604	1,685		85.6%	84.5%	86.5%	87.7%	85.8%
Newly Hired	211	251	232	225	280		14.4%	15.5%	13.5%	12.3%	14.2%
Transfers In	40	49	33	42	47		19.0%	19.5%	14.2%	18.7%	16.8%
Reentrants	63	83	88	79	101		29.9%	33.1%	37.9%	35.1%	36.1%
First Time Educators	108	119	111	104	132		51.2%	47.4%	47.8%	46.2%	47.1%
Total Exiting Next Year	97	138	110	144	-	I	6.6%	8.5%	6.4%	7.9%	-
Transfers Out	25	49	30	37	-		25.8%	35.5%	27.3%	25.7%	-
Leave Tennessee Educ.	72	89	80	107	-		74.2%	64.5%	72.7%	74.3%	-

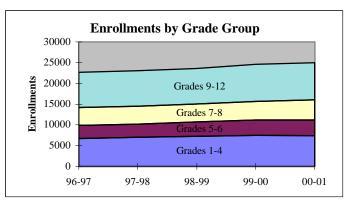
Dynamics Rates	District Rates									
District Attrition	6.6%	8.5%	6.4%	7.9%	-					
Transfers In/Out	1.60	1.00	1.10	1.14	-					

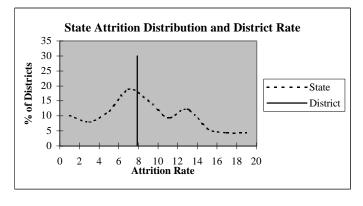
### District Report for: RUTHERFORD COUNTY

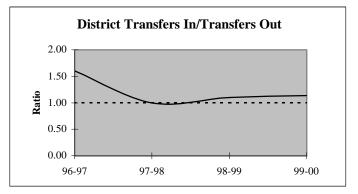
		Dis	trict Coun	its			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	1,466	1,620	1,714	1,829	1,965	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	54	58	62	70	73	3.7%	3.6%	3.6%	3.8%	3.7%
Professional Staff	117	137	169	186	203	8.0%	8.5%	9.9%	10.2%	10.3%
Total Teachers	1,295	1,425	1,483	1,573	1,689	88.3%	88.0%	86.5%	86.0%	86.0%
Special Education	140	149	162	159	169	10.8%	10.5%	10.9%	10.1%	10.0%
Pre-K & Kindergarten	87	100	98	109	116	6.7%	7.0%	6.6%	6.9%	6.9%
Elementary (1-4)	414	461	493	526	551	32.0%	32.4%	33.2%	33.4%	32.6%
Middle School (5-6)	128	143	144	167	168	9.9%	10.0%	9.7%	10.6%	9.9%
Jr. High (7-8)	154	168	187	200	223	11.9%	11.8%	12.6%	12.7%	13.2%
High School (9-12)	372	404	399	412	462	28.7%	28.4%	26.9%	26.2%	27.4%
Business	13	12	15	16	9	3.5%	3.0%	3.8%	3.9%	1.9%
Language Arts	53	54	60	63	65	14.2%	13.4%	15.0%	15.3%	14.1%
Social Studies	38	43	48	48	50	10.2%	10.6%	12.0%	11.7%	10.8%
Foreign Language	24	25	24	25	28	6.5%	6.2%	6.0%	6.1%	6.1%
Mathematics	53	49	59	62	58	14.2%	12.1%	14.8%	15.0%	12.6%
Science	44	49	53	52	54	11.8%	12.1%	13.3%	12.6%	11.7%
Vocational Education	58	60	59	63	92	15.6%	14.9%	14.8%	15.3%	19.9%
Other High School	89	112	81	83	106	23.9%	27.7%	20.3%	20.1%	22.9%
Total Enrollments	25.019	25 302	25 936	26.865	27.445	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	25,019	25,302	25,936	26,865	27,445	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,713	1,740	1,770	1,716	1,892	6.8%	6.9%	6.8%	6.4%	6.9%
Grades 1-4	6,744	6,987	7,256	7,456	7,403	27.0%	27.6%	28.0%	27.8%	27.0%
Grades 5-6	3,138	3,223	3,456	3,720	3,741	12.5%	12.7%	13.3%	13.8%	13.6%
Grades 7-8	4,279	4,309	4,329	4,472	4,868	17.1%	17.0%	16.7%	16.6%	17.7%
Grades 9-12	8,523	8,509	8,562	8,930	8,975	34.1%	33.6%	33.0%	33.2%	32.7%
Ungraded	622	534	563	571	566	2.5%	2.1%	2.2%	2.1%	2.1%









District Counts

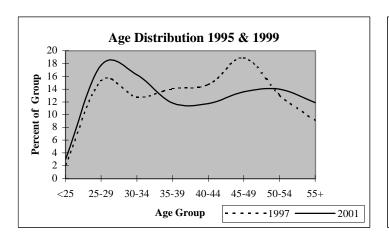
	<u>   </u>		rict Count					1ct Percent			
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender											
Administrative	53	57	62	70	72	3.8%	3.7%	3.8%	4.0%	3.9%	
White - Females	13	16	21	24	25	24.5%	28.1%	33.9%	34.3%	34.7%	
White - Males	34	34	35	38	39	64.2%	59.6%	56.5%	54.3%	54.2%	
Black - Females	2	3	3	3	3	3.8%	5.3%	4.8%	4.3%	4.2%	
Black - Males	4	4	3	5	5	7.5%	7.0%	4.8%	7.1%	6.9%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	114	134	165	178	194	8.1%	8.6%	10.1%	10.2%	10.4%	
White - Females	92	113	144	153	167	80.7%	84.3%	87.3%	86.0%	86.1%	
White - Males	14	10	9	12	12	12.3%	7.5%	5.5%	6.7%	6.2%	
Black - Females	6	8	9	9	11	5.3%	6.0%	5.5%	5.1%	5.7%	
Black - Males	1	2	2	2	2	0.9%	1.5%	1.2%	1.1%	1.0%	
Other - Females	0	0	0	1	1	0.0%	0.0%	0.0%	0.6%	0.5%	
Other - Males	1	1	1	1	1	0.9%	0.7%	0.6%	0.6%	0.5%	
Teachers	1,235	1,359	1,406	1,490	1,597	88.1%	87.7%	86.1%	85.7%	85.7%	
White - Females	936	1,037	1,074	1,149	1,220	75.8%	76.3%	76.4%	77.1%	76.4%	
White - Males	235	253	261	267	288	19.0%	18.6%	18.6%	17.9%	18.0%	
Black - Females	46	49	48	49	62	3.7%	3.6%	3.4%	3.3%	3.9%	
Black - Males	13	13	15	16	17	1.1%	1.0%	1.1%	1.1%	1.1%	
Other - Females	3	5	6	7	9	0.2%	0.4%	0.4%	0.5%	0.6%	
Other - Males	2	2	2	2	1	0.2%	0.1%	0.1%	0.1%	0.1%	
Age Distribution		Dist	rict Count	S			Distr	rict Percent	ages		
Teachers by Age Group	1996-97 1	997-98 1	998-99 1	999-00 2	2000-01	1996-97 1997-98 1998-99 1999-00 2000-01					
Up to 24	25	33	36	44	43	2.1%	2.6%	2.7%	3.3%	3.0%	
_										17.7%	
25-29	181	212	227	223	252	15.3%	16.6%	17.3%	16.5%		
25-29 30-34	181 151	212 169	227 196	223 212	252 231	15.3% 12.8%	16.6% 13.3%	17.3% 14.9%	16.5% 15.7%		
30-34	151	169	196	212	231	12.8%	13.3%	14.9%	15.7%	16.2%	
30-34 35-39	151 166	169 163	196 154	212 156	231 168	12.8% 14.0%	13.3% 12.8%	14.9% 11.7%	15.7% 11.5%	16.2% 11.8%	
30-34 35-39 40-45	151 166 174	169 163 178	196 154 190	212 156 183	231 168 167	12.8% 14.0% 14.7%	13.3% 12.8% 14.0%	14.9% 11.7% 14.4%	15.7% 11.5% 13.5%	16.2% 11.8% 11.7%	
30-34 35-39 40-45 45-49	151 166 174 224	169 163 178 229	196 154 190 214	212 156 183 198	231 168 167 193	12.8% 14.0% 14.7% 18.9%	13.3% 12.8% 14.0% 18.0%	14.9% 11.7% 14.4% 16.3%	15.7% 11.5% 13.5% 14.7%	16.2% 11.8% 11.7% 13.6%	
30-34 35-39 40-45 45-49 50-54	151 166 174 224 155	169 163 178 229 160	196 154 190 214 171	212 156 183 198 193	231 168 167 193 199	12.8% 14.0% 14.7% 18.9% 13.1%	13.3% 12.8% 14.0% 18.0% 12.5%	14.9% 11.7% 14.4% 16.3% 13.0%	15.7% 11.5% 13.5% 14.7% 14.3%	16.2% 11.8% 11.7% 13.6% 14.0%	
30-34 35-39 40-45 45-49 50-54 55+	151 166 174 224 155 108	169 163 178 229 160 131	196 154 190 214 171 127	212 156 183 198 193 142	231 168 167 193 199 169	12.8% 14.0% 14.7% 18.9%	13.3% 12.8% 14.0% 18.0%	14.9% 11.7% 14.4% 16.3%	15.7% 11.5% 13.5% 14.7%	16.2% 11.8% 11.7% 13.6%	
30-34 35-39 40-45 45-49 50-54	151 166 174 224 155	169 163 178 229 160	196 154 190 214 171	212 156 183 198 193	231 168 167 193 199	12.8% 14.0% 14.7% 18.9% 13.1%	13.3% 12.8% 14.0% 18.0% 12.5%	14.9% 11.7% 14.4% 16.3% 13.0%	15.7% 11.5% 13.5% 14.7% 14.3%	16.2% 11.8% 11.7% 13.6% 14.0%	
30-34 35-39 40-45 45-49 50-54 55+ Average Age	151 166 174 224 155 108	169 163 178 229 160 131 40.9	196 154 190 214 171 127 40.5	212 156 183 198 193 142 40.7	231 168 167 193 199 169	12.8% 14.0% 14.7% 18.9% 13.1%	13.3% 12.8% 14.0% 18.0% 12.5% 10.3%	14.9% 11.7% 14.4% 16.3% 13.0% 9.7%	15.7% 11.5% 13.5% 14.7% 14.3% 10.5%	16.2% 11.8% 11.7% 13.6% 14.0%	
30-34 35-39 40-45 45-49 50-54 55+ Average Age	151 166 174 224 155 108 41.1	169 163 178 229 160 131 40.9	196 154 190 214 171 127 40.5	212 156 183 198 193 142 40.7	231 168 167 193 199 169 40.5	12.8% 14.0% 14.7% 18.9% 13.1% 9.1%	13.3% 12.8% 14.0% 18.0% 12.5% 10.3%	14.9% 11.7% 14.4% 16.3% 13.0% 9.7%	15.7% 11.5% 13.5% 14.7% 14.3% 10.5%	16.2% 11.8% 11.7% 13.6% 14.0% 11.9%	
30-34 35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience	151 166 174 224 155 108 41.1	169 163 178 229 160 131 40.9 Dist	196 154 190 214 171 127 40.5	212 156 183 198 193 142 40.7	231 168 167 193 199 169 40.5	12.8% 14.0% 14.7% 18.9% 13.1% 9.1%	13.3% 12.8% 14.0% 18.0% 12.5% 10.3% Distr	14.9% 11.7% 14.4% 16.3% 13.0% 9.7%	15.7% 11.5% 13.5% 14.7% 14.3% 10.5%	16.2% 11.8% 11.7% 13.6% 14.0% 11.9%	
30-34 35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience 0-3 Years	151 166 174 224 155 108 41.1	169 163 178 229 160 131 40.9 Dist 997-98 1	196 154 190 214 171 127 40.5	212 156 183 198 193 142 40.7 s 999-00 2	231 168 167 193 199 169 40.5	12.8% 14.0% 14.7% 18.9% 13.1% 9.1%	13.3% 12.8% 14.0% 18.0% 12.5% 10.3% Distr 1997-98	14.9% 11.7% 14.4% 16.3% 13.0% 9.7% ict Percent 1998-99 27.9%	15.7% 11.5% 13.5% 14.7% 14.3% 10.5% ages 1999-00 27.9%	16.2% 11.8% 11.7% 13.6% 14.0% 11.9% 2000-01 27.8%	
30-34 35-39 40-45 45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	151 166 174 224 155 108 41.1 1996-97 1 307 197	169 163 178 229 160 131 40.9 Dist 997-98 1 353 233	196 154 190 214 171 127 40.5 rict Count 998-99 1 414 236	212 156 183 198 193 142 40.7 8 999-00 2 439 272	231 168 167 193 199 169 40.5	12.8% 14.0% 14.7% 18.9% 13.1% 9.1% 1996-97 23.7% 15.2%	13.3% 12.8% 14.0% 18.0% 12.5% 10.3%  Distr 1997-98 24.8% 16.4%	14.9% 11.7% 14.4% 16.3% 13.0% 9.7% ict Percent 1998-99 27.9% 15.9%	15.7% 11.5% 13.5% 14.7% 14.3% 10.5% ages 1999-00 27.9% 17.3%	16.2% 11.8% 11.7% 13.6% 14.0% 11.9% 2000-01 27.8% 19.0%	
30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	151 166 174 224 155 108 41.1 1996-97 1 307 197 160	169 163 178 229 160 131 40.9 Dist 997-98 1 353 233 168	196 154 190 214 171 127 40.5 rict Count 998-99 1 414 236 174	212 156 183 198 193 142 40.7 s 999-00 2 439 272 170	231 168 167 193 199 169 40.5	12.8% 14.0% 14.7% 18.9% 13.1% 9.1% 1996-97 23.7% 15.2% 12.4%	13.3% 12.8% 14.0% 18.0% 12.5% 10.3%  Distr 1997-98 24.8% 16.4% 11.8%	14.9% 11.7% 14.4% 16.3% 13.0% 9.7% ict Percent 1998-99 27.9% 15.9% 11.7%	15.7% 11.5% 13.5% 14.7% 14.3% 10.5% ages 1999-00 27.9% 17.3% 10.8%	16.2% 11.8% 11.7% 13.6% 14.0% 11.9% 2000-01 27.8% 19.0% 11.2%	
30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	151 166 174 224 155 108 41.1 1996-97 1 307 197 160 142	169 163 178 229 160 131 40.9 Dist 997-98 1 353 233 168 160	196 154 190 214 171 127 40.5 rict Count 998-99 1 414 236 174 155	212 156 183 198 193 142 40.7 s 999-00 2 439 272 170 163	231 168 167 193 199 169 40.5	12.8% 14.0% 14.7% 18.9% 13.1% 9.1% 1996-97 23.7% 15.2% 12.4% 11.0%	13.3% 12.8% 14.0% 18.0% 12.5% 10.3%  Distr 1997-98 24.8% 16.4% 11.8% 11.2%	14.9% 11.7% 14.4% 16.3% 13.0% 9.7%  ict Percent 1998-99 27.9% 15.9% 11.7% 10.5%	15.7% 11.5% 13.5% 14.7% 14.3% 10.5%  ages 1999-00 17.3% 10.8% 10.4%	16.2% 11.8% 11.7% 13.6% 14.0% 11.9% 2000-01 27.8% 19.0% 11.2% 8.8%	
30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	151 166 174 224 155 108 41.1 1996-97 1 307 197 160 142 157	169 163 178 229 160 131 40.9 Dist 997-98 1 353 233 168 160 140	196 154 190 214 171 127 40.5 rict Count 998-99 1 414 236 174 155 134	212 156 183 198 193 142 40.7 s 999-00 2 439 272 170 163 133	231 168 167 193 199 169 40.5 2000-01 469 321 189 148 144	12.8% 14.0% 14.7% 18.9% 13.1% 9.1%  1996-97   23.7% 15.2% 12.4% 11.0% 12.1%	13.3% 12.8% 14.0% 18.0% 12.5% 10.3%  Distr 1997-98 24.8% 16.4% 11.8% 11.2% 9.8%	14.9% 11.7% 14.4% 16.3% 13.0% 9.7%  ict Percent 1998-99 27.9% 15.9% 11.7% 10.5% 9.0%	15.7% 11.5% 13.5% 14.7% 14.3% 10.5%  1999-00 17.3% 10.8% 10.4% 8.5%	16.2% 11.8% 11.7% 13.6% 14.0% 11.9% 2000-01 27.8% 19.0% 11.2% 8.8% 8.5%	
30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	151 166 174 224 155 108 41.1 1996-97 1 307 197 160 142	169 163 178 229 160 131 40.9 Dist 997-98 1 353 233 168 160	196 154 190 214 171 127 40.5 rict Count 998-99 1 414 236 174 155	212 156 183 198 193 142 40.7 s 999-00 2 439 272 170 163	231 168 167 193 199 169 40.5	12.8% 14.0% 14.7% 18.9% 13.1% 9.1% 1996-97 23.7% 15.2% 12.4% 11.0%	13.3% 12.8% 14.0% 18.0% 12.5% 10.3%  Distr 1997-98 24.8% 16.4% 11.8% 11.2%	14.9% 11.7% 14.4% 16.3% 13.0% 9.7%  ict Percent 1998-99 27.9% 15.9% 11.7% 10.5%	15.7% 11.5% 13.5% 14.7% 14.3% 10.5%  ages 1999-00 17.3% 10.8% 10.4%	16.2% 11.8% 11.7% 13.6% 14.0% 11.9% 2000-01 27.8% 19.0% 11.2% 8.8%	

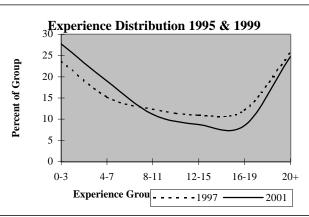
		Dis	trict Cour	nts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	97	138	110	144	-		6.6%	8.5%	6.4%	7.9%	-
Attrition from Transfers	25	49	30	37	-		1.7%	3.0%	1.8%	2.0%	-
Attrition from Exits	72	89	80	107	=		4.9%	5.5%	4.7%	5.9%	-
Teacher Attrition	83	120	96	128	=		6.4%	8.4%	6.5%	8.1%	-
Attrition from Transfers	23	40	24	34	-		1.8%	2.8%	1.6%	2.2%	-
Attrition from Exits	60	80	72	94	-		4.6%	5.6%	4.9%	6.0%	-
District Retention											
<b>Educator Retention</b>	1,369	1,482	1,604	1,685	-		93.4%	91.5%	93.6%	92.1%	-
Teacher Retention	1,212	1,305	1,387	1,445	-		93.6%	91.6%	93.5%	91.9%	-

Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	83.4%	6.6%	10.0%
1 Year of Experience	90.2%	2.4%	7.4%
2 Years of Experience	92.2%	2.5%	5.3%
3 Years of Experience	88.9%	3.9%	7.2%
4 Years of Experience	90.6%	2.9%	6.5%
5 Years of Experience	89.7%	3.1%	7.2%

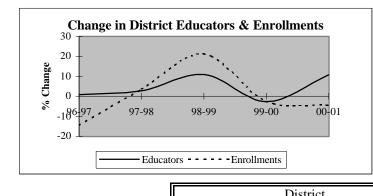
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

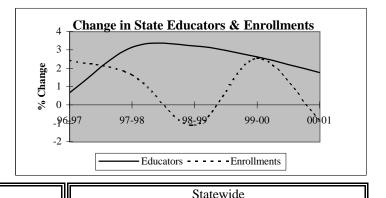
		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996	5-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	12.5%	17.7%	22.5%	24.6%	26.2%	8	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.3%	13.1%	17.3%	15.6%	14.6%	4	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.4%	1.4%	2.0%	1.9%	3.5%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	86.6%	85.9%	85.8%	87.5%	84.3%	90	0.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.1%	0.2%	0.4%	0.2%	(	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	11.8%	12.6%	12.0%	10.2%	12.1%	8	8.6%	9.3%	9.4%	11.0%	10.3%





### Toc





			District           997-98         1998-99         1999-00         2           14.3         15.6         15.6           16.5         18.0         17.8           10         41         -11           2.7%         10.9%         -2.6%           183         1,133         -162           3.5%         21.1%         -2.5%           0.8%         0.5%         0.2%           5.6%         4.8%         4.4%           8.0%         8.6%         7.9%           11.0%         11.2%         11.3%           14.3%         20.0%         22.2%           66.7%         60.0%         66.7%           42.1         41.4         41.9           13.0         11.9         12.5           35,541         37,204         38,502           11.5%         11.5%         11.4%           90.5%         90.6%         88.8%           6.2%         6.6%         6.2%					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									
Student to Educator Ratio	14.1	14.3	15.6	15.6	13.4	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.4	16.5	18.0	17.8	15.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	3	10	41	-11	44	-	-	-	-	-
% Change in Educators	0.8%	2.7%	10.9%	-2.6%	10.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-884	183	1,133	-162	-282	-	-	-	-	-
% Change in Enrollments	-14.6%	3.5%	21.1%	-2.5%	-4.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.3%	0.8%	0.5%	0.2%	6.7%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.9%	5.6%	4.8%	4.4%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.7%	8.0%	8.6%	7.9%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	9.7%	11.0%	11.2%	11.3%	11.8%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	16.7%	14.3%	20.0%	22.2%	21.1%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	66.7%	66.7%	60.0%	66.7%	63.2%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.0	42.1	41.4	41.9	41.8	43.3	43.5	43.6	43.7	43.9
Average Experience	13.1	13.0	11.9	12.5	12.4	13.8	13.7	13.7	13.4	13.3
Average Salary	35,523	35,541	37,204	38,502	37,807	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	9.9%	11.5%	11.5%	11.4%	12.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	90.8%	90.5%	90.6%	88.8%	88.4%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	6.0%	6.2%	6.6%	6.2%	6.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	25.9%	na	28.0%	30.0%	31.1%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.8%	0.7%	0.7%	0.8%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%

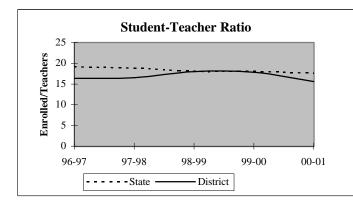
		Dis	strict Cou	nts				Distr	rict Percenta	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1	996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	366	376	417	406	450		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	347	350	348	363	395		94.8%	93.1%	83.5%	89.4%	87.8%
Newly Hired	19	26	69	43	55		5.2%	6.9%	16.5%	10.6%	12.2%
Transfers In	1	4	13	5	16		5.3%	15.4%	18.8%	11.6%	29.1%
Reentrants	8	11	24	19	11		42.1%	42.3%	34.8%	44.2%	20.0%
First Time Educators	10	11	32	19	28		52.6%	42.3%	46.4%	44.2%	50.9%
Total Exiting Next Year	16	28	54	11	-		4.4%	7.4%	12.9%	2.7%	-
Transfers Out	0	4	12	4	-		0.0%	14.3%	22.2%	36.4%	-
Leave Tennessee Educ.	16	24	42	7	_		100.0%	85.7%	77.8%	63.6%	_

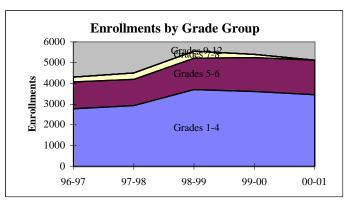
Dynamics Rates	District Rates									
District Attrition	4.4%	7.4%	12.9%	2.7%	-					
Transfers In/Out	nc	1.00	1.08	1.25	-					

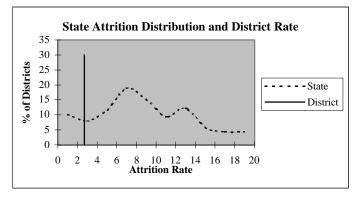
## District Report for: MURFREESBORO

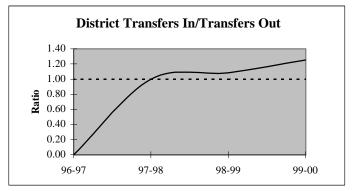
		Dis	strict Cour	nts		District Percentages				
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	366	376	417	406	450	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	18	21	20	18	19	4.9%	5.6%	4.8%	4.4%	4.2%
Professional Staff	32	30	36	32	42	8.7%	8.0%	8.6%	7.9%	9.3%
Total Teachers	316	325	361	356	389	86.3%	86.4%	86.6%	87.7%	86.4%
Special Education	19	20	24	22	24	6.0%	6.2%	6.6%	6.2%	6.2%
Pre-K & Kindergarten	43	45	55	51	57	13.6%	13.8%	15.2%	14.3%	14.7%
Elementary (1-4)	173	178	203	211	229	54.7%	54.8%	56.2%	59.3%	58.9%
Middle School (5-6)	68	68	65	68	78	21.5%	20.9%	18.0%	19.1%	20.1%
Jr. High (7-8)	13	13	12	3	0	4.1%	4.0%	3.3%	0.8%	0.0%
High School (9-12)	0	1	2	1	1	0.0%	0.3%	0.6%	0.3%	0.3%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	1	2	1	1	0.0%	100.0%	100.0%	100.0%	100.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%

Total Enrollments	5,178	5,361	6,494	6,332	6,050	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	809	812	889	892	885	15.6%	15.1%	13.7%	14.1%	14.6%
Grades 1-4	2,773	2,935	3,705	3,610	3,456	53.6%	54.7%	57.1%	57.0%	57.1%
Grades 5-6	1,293	1,258	1,515	1,628	1,658	25.0%	23.5%	23.3%	25.7%	27.4%
Grades 7-8	244	316	340	153	0	4.7%	5.9%	5.2%	2.4%	0.0%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	59	40	45	49	51	1.1%	0.7%	0.7%	0.8%	0.8%









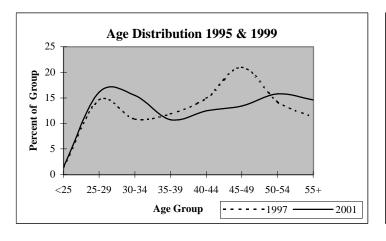
		<b>D</b> 100	inci Coun				Disti	ici Perceili	-500		
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender											
Administrative	18	21	20	18	19	5.1%	5.8%	5.0%	4.6%	4.4%	
White - Females	10	12	10	10	10	55.6%	57.1%	50.0%	55.6%	52.6%	
White - Males	5	6	6	4	5	27.8%	28.6%	30.0%	22.2%	26.3%	
Black - Females	2	2	2	2	2	11.1%	9.5%	10.0%	11.1%	10.5%	
Black - Males	1	1	2	2	2	5.6%	4.8%	10.0%	11.1%	10.5%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	31	30	34	29	39	8.8%	8.3%	8.4%	7.4%	9.0%	
White - Females	29	28	31	26	34	93.5%	93.3%	91.2%	89.7%	87.2%	
White - Males	1	1	2	2	3	3.2%	3.3%	5.9%	6.9%	7.7%	
Black - Females	1	1	1	1	2	3.2%	3.3%	2.9%	3.4%	5.1%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	303	312	349	343	376	86.1%	86.0%	86.6%	87.9%	86.6%	
White - Females	250	253	283	274	299	82.5%	81.1%	81.1%	79.9%	79.5%	
White - Males	23	23	26	30	32	7.6%	7.4%	7.4%	8.7%	8.5%	
Black - Females	25	29	33	32	35	8.3%	9.3%	9.5%	9.3%	9.3%	
Black - Males	5	7	7	7	9	1.7%	2.2%	2.0%	2.0%	2.4%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.3%	
Age Distribution			trict Coun			District Percentages					
Teachers by Age Group	1996-97	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	4	3	10	7	5	1.4%	1.0%	3.0%	2.2%	1.5%	
25-29	43	46	50	45	54	14.6%	15.3%	15.2%	14.1%	16.1%	
30-34	32	35	44	48	52	10.8%	11.7%	13.4%	15.0%	15.5%	
35-39	35	20									
40-45		39	38	32	36	11.9%	13.0%	11.6%	10.0%	10.7%	
	44	39	38 42	32 47	36 42	11.9% 14.9%	13.0% 11.7%	11.6% 12.8%	10.0% 14.7%	10.7% 12.5%	
45-49	44 62										
		35	42	47	42	14.9%	11.7%	12.8%	14.7%	12.5%	
45-49	62	35 64	42 59	47 49	42 45	14.9% 21.0%	11.7% 21.3%	12.8% 18.0%	14.7% 15.4%	12.5% 13.4%	
45-49 50-54 55+	62 42 33	35 64 44 34	42 59 48 37	47 49 50 41	42 45 53 49	14.9% 21.0% 14.2%	11.7% 21.3% 14.7%	12.8% 18.0% 14.6%	14.7% 15.4% 15.7%	12.5% 13.4% 15.8%	
45-49 50-54	62 42	35 64 44	42 59 48	47 49 50	42 45 53	14.9% 21.0% 14.2%	11.7% 21.3% 14.7%	12.8% 18.0% 14.6%	14.7% 15.4% 15.7%	12.5% 13.4% 15.8%	
45-49 50-54 55+	62 42 33	35 64 44 34	42 59 48 37	47 49 50 41	42 45 53 49	14.9% 21.0% 14.2%	11.7% 21.3% 14.7%	12.8% 18.0% 14.6%	14.7% 15.4% 15.7%	12.5% 13.4% 15.8%	
45-49 50-54 55+ Average Age	62 42 33	35 64 44 34 42.1	42 59 48 37 41.4	47 49 50 41 41.9	42 45 53 49	14.9% 21.0% 14.2%	11.7% 21.3% 14.7% 11.3%	12.8% 18.0% 14.6% 11.3%	14.7% 15.4% 15.7% 12.9%	12.5% 13.4% 15.8%	
45-49 50-54 55+ Average Age Experience Distribution	62 42 33 42.0	35 64 44 34 42.1	42 59 48 37 41.4	47 49 50 41 41.9	42 45 53 49 41.8	14.9% 21.0% 14.2% 11.2%	11.7% 21.3% 14.7% 11.3%	12.8% 18.0% 14.6% 11.3%	14.7% 15.4% 15.7% 12.9%	12.5% 13.4% 15.8% 14.6%	
45-49 50-54 55+ Average Age Experience Distribution Teachers by Experience	62 42 33 42.0	35 64 44 34 42.1 Dist	42 59 48 37 41.4 trict Coun	47 49 50 41 41.9 ts	42 45 53 49 41.8	14.9% 21.0% 14.2% 11.2%	11.7% 21.3% 14.7% 11.3% Distr	12.8% 18.0% 14.6% 11.3%	14.7% 15.4% 15.7% 12.9% ages 1999-00	12.5% 13.4% 15.8% 14.6% 2000-01	
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	62 42 33 42.0	35 64 44 34 42.1 Dist 997-98	42 59 48 37 41.4 trict Coun 1998-99	47 49 50 41 41.9 ts 1999-00 2	42 45 53 49 41.8	14.9% 21.0% 14.2% 11.2% 1996-97	11.7% 21.3% 14.7% 11.3% Distr 1997-98	12.8% 18.0% 14.6% 11.3% ict Percenta 1998-99	14.7% 15.4% 15.7% 12.9% ages 1999-00 21.1%	12.5% 13.4% 15.8% 14.6% 2000-01 23.7%	
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	62 42 33 42.0 1996-97 1 62 55	35 64 44 34 42.1 Dist 997-98 1	42 59 48 37 41.4 trict Coun 1998-99 72 82	47 49 50 41 41.9 ts 1999-00 2	42 45 53 49 41.8 2000-01 92 72	14.9% 21.0% 14.2% 11.2% 1996-97 19.6% 17.4%	11.7% 21.3% 14.7% 11.3% Distr 1997-98 18.8% 18.5%	12.8% 18.0% 14.6% 11.3% rict Percent: 1998-99 19.9% 22.7%	14.7% 15.4% 15.7% 12.9% 12.9% 1999-00 21.1% 18.5%	12.5% 13.4% 15.8% 14.6% 2000-01 23.7% 18.5%	
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	62 42 33 42.0 1996-97 1 62 55 37	35 64 44 34 42.1 Dist 997-98 61 60 38	42 59 48 37 41.4 trict Coun 1998-99 72 82 42	47 49 50 41 41.9 ts 1999-00 2 75 66 42	42 45 53 49 41.8 2000-01 92 72 49	14.9% 21.0% 14.2% 11.2% 1996-97 19.6% 17.4% 11.7%	11.7% 21.3% 14.7% 11.3% Distr 1997-98 18.8% 18.5% 11.7%	12.8% 18.0% 14.6% 11.3% 11.3% 1998-99 19.9% 22.7% 11.6%	14.7% 15.4% 15.7% 12.9% 12.9% 1999-00 21.1% 18.5% 11.8%	12.5% 13.4% 15.8% 14.6% 2000-01 23.7% 18.5% 12.6%	
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	62 42 33 42.0 1996-97 1 62 55 37 44	35 64 44 34 42.1 Dist 997-98 61 60 38 46	42 59 48 37 41.4 trict Coun 1998-99 72 82 42 45	47 49 50 41 41.9 ts 1999-00 2 75 66 42 46	42 45 53 49 41.8 2000-01 92 72 49 41	14.9% 21.0% 14.2% 11.2% 1996-97 19.6% 17.4% 11.7% 13.9%	11.7% 21.3% 14.7% 11.3% Distr 1997-98 18.8% 18.5% 11.7% 14.2%	12.8% 18.0% 14.6% 11.3% ict Percenta 1998-99 19.9% 22.7% 11.6% 12.5%	14.7% 15.4% 15.7% 12.9% 12.9% 1999-00 21.1% 18.5% 11.8% 12.9%	12.5% 13.4% 15.8% 14.6% 2000-01 23.7% 18.5% 12.6% 10.5%	
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	62 42 33 42.0 1996-97 1 62 55 37 44 29	35 64 44 34 42.1 Dist 997-98 1 61 60 38 46 32	42 59 48 37 41.4 trict Coun 1998-99 72 82 42 45 31	47 49 50 41 41.9 ts 1999-00 2 75 66 42 46 33	42 45 53 49 41.8 2000-01 92 72 49 41 40	14.9% 21.0% 14.2% 11.2% 11.2% 1996-97 19.6% 17.4% 11.7% 13.9% 9.2%	11.7% 21.3% 14.7% 11.3% 11.3% Distr 1997-98 18.8% 18.5% 11.7% 14.2% 9.8%	12.8% 18.0% 14.6% 11.3% ict Percent: 1998-99 19.9% 22.7% 11.6% 12.5% 8.6%	14.7% 15.4% 15.7% 12.9% 12.9% 1999-00 21.1% 18.5% 11.8% 12.9% 9.3%	12.5% 13.4% 15.8% 14.6% 2000-01 23.7% 18.5% 12.6% 10.5% 10.3%	
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years 20+ Years	62 42 33 42.0 1996-97 1 62 55 37 44 29 89	35 64 44 34 42.1 Dist 997-98 61 60 38 46 32 88	42 59 48 37 41.4 trict Coun 1998-99 72 82 42 45 31 89	47 49 50 41 41.9 ts 1999-00 2 75 66 42 46 33 94	42 45 53 49 41.8 2000-01 92 72 49 41 40 95	14.9% 21.0% 14.2% 11.2% 1996-97 19.6% 17.4% 11.7% 13.9%	11.7% 21.3% 14.7% 11.3% Distr 1997-98 18.8% 18.5% 11.7% 14.2%	12.8% 18.0% 14.6% 11.3% ict Percenta 1998-99 19.9% 22.7% 11.6% 12.5%	14.7% 15.4% 15.7% 12.9% 12.9% 1999-00 21.1% 18.5% 11.8% 12.9%	12.5% 13.4% 15.8% 14.6% 2000-01 23.7% 18.5% 12.6% 10.5%	
45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	62 42 33 42.0 1996-97 1 62 55 37 44 29	35 64 44 34 42.1 Dist 997-98 1 61 60 38 46 32	42 59 48 37 41.4 trict Coun 1998-99 72 82 42 45 31	47 49 50 41 41.9 ts 1999-00 2 75 66 42 46 33	42 45 53 49 41.8 2000-01 92 72 49 41 40	14.9% 21.0% 14.2% 11.2% 11.2% 1996-97 19.6% 17.4% 11.7% 13.9% 9.2%	11.7% 21.3% 14.7% 11.3% 11.3% Distr 1997-98 18.8% 18.5% 11.7% 14.2% 9.8%	12.8% 18.0% 14.6% 11.3% ict Percent: 1998-99 19.9% 22.7% 11.6% 12.5% 8.6%	14.7% 15.4% 15.7% 12.9% 12.9% 1999-00 21.1% 18.5% 11.8% 12.9% 9.3%	12.5% 13.4% 15.8% 14.6% 2000-01 23.7% 18.5% 12.6% 10.5% 10.3%	

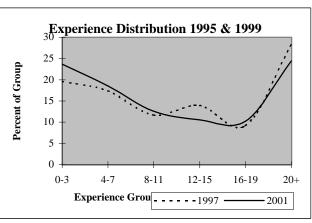
		Dis	strict Cou	nts		District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-9	7 1997-98	1998-99	1999-00	2000-01
Educator Attrition	16	28	54	11	-	4.4	% 7.4%	12.9%	2.7%	-
Attrition from Transfers	0	4	12	4	_	0.0	% 1.1%	2.9%	1.0%	-
Attrition from Exits	16	24	42	7	-	4.4	% 6.4%	10.1%	1.7%	-
Teacher Attrition	13	19	41	11	-	4.19	% 5.8%	11.4%	3.1%	-
Attrition from Transfers	0	3	11	4	-	0.0	% 0.9%	3.0%	1.1%	-
Attrition from Exits	13	16	30	7	-	4.1	% 4.9%	8.3%	2.0%	-
District Retention										
<b>Educator Retention</b>	350	348	363	395	-	95.6	% 92.6%	87.1%	97.3%	-
Teacher Retention	303	306	320	345	-	95.9	% 94.2%	88.6%	96.9%	-

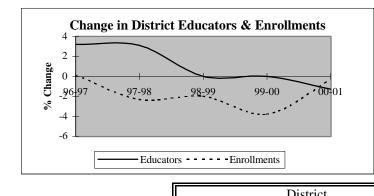
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	86.4%	7.4%	6.2%
1 Year of Experience	93.5%	0.0%	6.5%
2 Years of Experience	92.7%	1.2%	6.1%
3 Years of Experience	97.5%	0.0%	2.5%
4 Years of Experience	95.3%	1.2%	3.5%
5 Years of Experience	91.0%	2.2%	6.7%

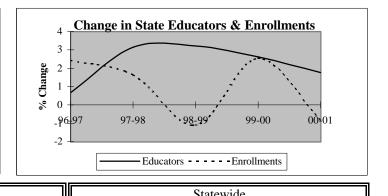
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages			Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	7.1%	10.2%	15.3%	20.3%	20.6%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.9%	5.6%	10.6%	12.0%	9.8%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.3%	1.3%	1.0%	2.0%	1.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.5%	92.6%	85.6%	88.7%	89.3%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.3%	0.0%	0.0%	0.2%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.9%	5.9%	13.4%	9.4%	8.7%	8.6%	9.3%	9.4%	11.0%	10.3%









		4     -72     -61     -113       0.1%     -2.3%     -2.0%     -3.8%     -       0.9%     0.4%     0.9%     0.9%     -       4.0%     3.9%     3.9%     3.9%     3.9%       9.8%     9.9%     9.5%     0.9%     0.4%     0.0%       0.9%     0.9%     0.4%     0.0%     0.0%       0.0%     0.0%     0.0%     0.0%     0.0%						Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									<del></del> _
Student to Educator Ratio	13.9	13.2	12.9	12.4	12.5	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	16.1	15.3	15.0	14.3	14.5	19.2	18.8	18.1	18.0	17.6
Change in Educators	7	7	0	0	-3	-	-	-	-	-
% Change in Educators	3.2%	3.1%	0.0%	0.0%	-1.3%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	4	-72	-61	-113	-9	-	-	-	-	-
% Change in Enrollment:	0.1%	-2.3%	-2.0%	-3.8%	-0.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.9%	0.4%	0.9%	0.9%	3.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.0%	3.9%	3.9%	3.9%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.8%	9.9%	9.9%	9.5%	9.6%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	0.9%	0.4%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	44.4%	33.3%	33.3%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	41.9	42.2	42.6	42.7	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.3	13.2	13.0	12.7	12.9	13.8	13.7	13.7	13.4	13.3
Average Salary	24,605	29,098	30,641	31,497	31,824	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.1%	1.0%	0.5%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.7%	72.5%	70.5%	72.6%	73.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.8%	10.5%	11.0%	11.4%	11.1%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.0%	na	0.1%	0.2%	0.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.5%	1.3%	1.0%	0.9%	0.7%	1.7%	1.6%	1.8%	1.8%	1.8%

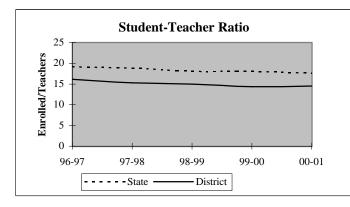
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	225	232	232	232	229		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	203	210	215	214	216		90.2%	90.5%	92.7%	92.2%	94.3%	
Newly Hired	22	22	17	18	13		9.8%	9.5%	7.3%	7.8%	5.7%	
Transfers In	0	4	1	1	0		0.0%	18.2%	5.9%	5.6%	0.0%	
Reentrants	3	2	2	3	4		13.6%	9.1%	11.8%	16.7%	30.8%	
First Time Educators	19	16	14	14	9		86.4%	72.7%	82.4%	77.8%	69.2%	
Total Exiting Next Year	15	17	18	16	-	I	6.7%	7.3%	7.8%	6.9%	-	
Transfers Out	6	3	5	2	-		40.0%	17.6%	27.8%	12.5%	=	
Leave Tennessee Educ.	9	14	13	14	-		60.0%	82.4%	72.2%	87.5%	-	

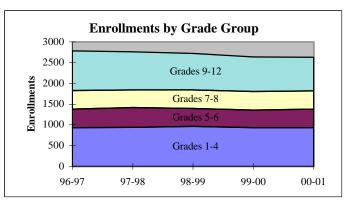
Dynamics Rates	District Rates							
District Attrition	6.7%	7.3%	7.8%	6.9%	-			
Transfers In/Out	0.00	1.33	0.20	0.50	-			

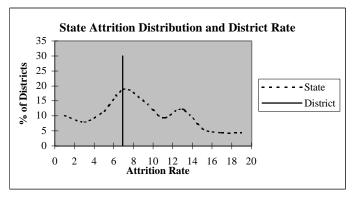
## District Report for: SCOTT COUNTY

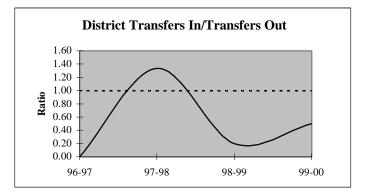
	District Counts				District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	225	232	232	232	229	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	9	9	9	9	4.0%	3.9%	3.9%	3.9%	3.9%
Professional Staff	22	23	23	22	22	9.8%	9.9%	9.9%	9.5%	9.6%
Total Teachers	194	200	200	201	198	86.2%	86.2%	86.2%	86.6%	86.5%
Special Education	19	21	22	23	22	9.8%	10.5%	11.0%	11.4%	11.1%
Pre-K & Kindergarten	13	16	19	18	19	6.7%	8.0%	9.5%	9.0%	9.6%
Elementary (1-4)	81	88	83	84	84	41.8%	44.0%	41.5%	41.8%	42.4%
Middle School (5-6)	17	17	17	18	21	8.8%	8.5%	8.5%	9.0%	10.6%
Jr. High (7-8)	14	9	10	13	10	7.2%	4.5%	5.0%	6.5%	5.1%
High School (9-12)	50	49	49	45	42	25.8%	24.5%	24.5%	22.4%	21.2%
Business	2	2	2	1	2	4.0%	4.1%	4.1%	2.2%	4.8%
Language Arts	6	5	5	6	5	12.0%	10.2%	10.2%	13.3%	11.9%
Social Studies	5	5	5	4	4	10.0%	10.2%	10.2%	8.9%	9.5%
Foreign Language	2	2	1	1	1	4.0%	4.1%	2.0%	2.2%	2.4%
Mathematics	5	5	5	5	4	10.0%	10.2%	10.2%	11.1%	9.5%
Science	4	4	4	4	4	8.0%	8.2%	8.2%	8.9%	9.5%
Vocational Education	13	12	11	11	10	26.0%	24.5%	22.4%	24.4%	23.8%
Other High School	13	14	16	13	12	26.0%	28.6%	32.7%	28.9%	28.6%
Total Enrollments	3,123	3,051	2,990	2,877	2,868	100.0%	100.0%	100.0%	100.0%	100.0%
D 11 0 11	2=0		• • • •	242		0.0-1	0.0	<b>=</b> 0 - 1		

Total Enrollments	3,123	3,051	2,990	2,877	2,868	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	279	252	233	212	221	8.9%	8.3%	7.8%	7.4%	7.7%
Grades 1-4	936	942	967	933	934	30.0%	30.9%	32.3%	32.4%	32.6%
Grades 5-6	444	474	432	425	444	14.2%	15.5%	14.4%	14.8%	15.5%
Grades 7-8	445	428	446	450	442	14.2%	14.0%	14.9%	15.6%	15.4%
Grades 9-12	957	914	879	830	807	30.6%	30.0%	29.4%	28.8%	28.1%
Ungraded	62	41	33	27	20	2.0%	1.3%	1.1%	0.9%	0.7%









Profile by

1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98

District Percentages

1998-99

1999-00 2000-01

**District Counts** 

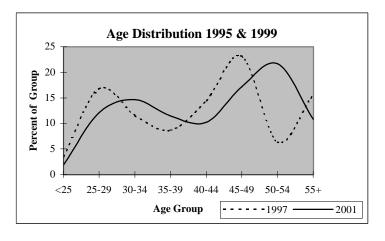
rionne by	1990-97 1	771 70 1	770 77	1777 00 2	2000 01	1330-37	1771 70	1770 77	1333-00	2000 01
Known Race and Gender										
Administrative	9	9	9	9	8	4.1%	4.0%	4.0%	4.1%	3.7%
White - Females	4	3	3	3	3	44.4%	33.3%	33.3%	33.3%	37.5%
White - Males	5	6	6	6	5	55.6%	66.7%	66.7%	66.7%	62.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	22	23	23	22	22	10.0%	10.2%	10.3%	10.0%	10.3%
White - Females	14	13	14	15	16	63.6%	56.5%	60.9%	68.2%	72.7%
White - Males	8	10	9	7	6	36.4%	43.5%	39.1%	31.8%	27.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	190	194	191	190	184	86.0%	85.8%	85.7%	86.0%	86.0%
White - Females	138	140	136	140	137	72.6%	72.2%	71.2%	73.7%	74.5%
White - Males	50	52	54	50	47	26.3%	26.8%	28.3%	26.3%	25.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	0	0	0.0%	0.0%	0.5%	0.0%	0.0%
Other - Females	1	1	0	0	0	0.5%	0.5%	0.0%	0.0%	0.0%
Other - Males	1	1	0	0	0	0.5%	0.5%	0.0%	0.0%	0.0%
Age Distribution		Distr	rict Coun	its			Distr	rict Percenta	ages	
=	1996-97 1				2000-01	1996-97	Distr	ict Percenta	ages 1999-00	2000-01
Teachers by Age Group		997-98 1	998-99	1999-00 2			1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	6	997-98 1 5	998-99	1999-00 2	3	3.5%	1997-98	1998-99	1999-00	1.9%
Teachers by Age Group Up to 24 25-29	6 29	997-98 1 5 24	998-99 2 25	1999-00 2 3 19	3 19	3.5% 16.8%	1997-98 2.9% 14.1%	1998-99 1.2% 15.4%	1999-00 1.9% 11.9%	1.9% 12.1%
Teachers by Age Group Up to 24 25-29 30-34	6 29 20	997-98 1 5 24 21	998-99 2 25 17	1999-00 2 3 19 21	3 19 23	3.5% 16.8% 11.6%	2.9% 14.1% 12.4%	1998-99 1.2% 15.4% 10.5%	1999-00 1.9% 11.9% 13.2%	1.9% 12.1% 14.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39	6 29 20 15	997-98 1 5 24 21 22	998-99 2 25 17 19	3 19 21 20	3 19 23 18	3.5% 16.8% 11.6% 8.7%	1997-98 2.9% 14.1% 12.4% 12.9%	1998-99 1.2% 15.4% 10.5% 11.7%	1999-00 1.9% 11.9% 13.2% 12.6%	1.9% 12.1% 14.6% 11.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	6 29 20 15 25	997-98 1 5 24 21 22 17	998-99 2 25 17 19	3 19 21 20 16	3 19 23 18 16	3.5% 16.8% 11.6% 8.7% 14.5%	2.9% 14.1% 12.4% 12.9% 10.0%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1%	1.9% 12.1% 14.6% 11.5% 10.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 29 20 15 25 40	997-98 1 5 24 21 22 17 39	998-99 2 25 17 19 19 37	3 19 21 20 16 30	3 19 23 18 16 27	3.5% 16.8% 11.6% 8.7% 14.5% 23.1%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1% 18.9%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 29 20 15 25 40	997-98 1 5 24 21 22 17 39 16	998-99 2 25 17 19 19 37 21	3 19 21 20 16 30 31	3 19 23 18 16 27 34	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 29 20 15 25 40	997-98 1 5 24 21 22 17 39	998-99 2 25 17 19 19 37	3 19 21 20 16 30 31 19	3 19 23 18 16 27 34 17	3.5% 16.8% 11.6% 8.7% 14.5% 23.1%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1% 18.9%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 29 20 15 25 40	997-98 1 5 24 21 22 17 39 16	998-99 2 25 17 19 19 37 21	3 19 21 20 16 30 31	3 19 23 18 16 27 34	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 29 20 15 25 40 11 27	997-98 1 5 24 21 22 17 39 16 26	998-99 2 25 17 19 19 37 21 22	3 19 21 20 16 30 31 19	3 19 23 18 16 27 34 17	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	6 29 20 15 25 40 11 27	997-98 1 5 24 21 22 17 39 16 26 42.2	998-99 2 25 17 19 19 37 21 22 42.6	3 19 21 20 16 30 31 19 42.7	3 19 23 18 16 27 34 17	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4% 15.3%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0% 13.6%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5% 11.9%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 29 20 15 25 40 11 27	997-98 1 5 24 21 22 17 39 16 26 42.2	998-99 2 25 17 19 19 37 21 22 42.6	1999-00 2 3 19 21 20 16 30 31 19 42.7	3 19 23 18 16 27 34 17 43.0	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4% 15.3%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0% 13.6%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5% 11.9%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	6 29 20 15 25 40 11 27	997-98 1 5 24 21 22 17 39 16 26 42.2	998-99 2 25 17 19 19 37 21 22 42.6	3 19 21 20 16 30 31 19 42.7	3 19 23 18 16 27 34 17 43.0	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4% 15.3%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0% 13.6%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5% 11.9%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	6 29 20 15 25 40 11 27 41.9	997-98 1 5 24 21 22 17 39 16 26 42.2	998-99 2 25 17 19 19 37 21 22 42.6	1999-00 2 3 19 21 20 16 30 31 19 42.7	3 19 23 18 16 27 34 17 43.0	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4% 15.6%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4% 15.3%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0% 13.6%	1999-00 1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5% 11.9%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	6 29 20 15 25 40 11 27 41.9	997-98 1 5 24 21 22 17 39 16 26 42.2  Distr	2 25 17 19 19 37 21 22 42.6	1999-00 2 3 19 21 20 16 30 31 19 42.7	3 19 23 18 16 27 34 17 43.0	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4% 15.6%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4% 15.3% Distr	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0% 13.6%	1999-00  1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5% 11.9%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	6 29 20 15 25 40 11 27 41.9	997-98 1 5 24 21 22 17 39 16 26 42.2 Distring 1997-98 1 57	2 25 17 19 19 37 21 22 42.6	1999-00 2 3 19 21 20 16 30 31 19 42.7	3 19 23 18 16 27 34 17 43.0	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4% 15.6%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4% 15.3%  Distr 1997-98 28.5%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0% 13.6%  rict Percenta 1998-99 28.5%	1999-00  1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5% 11.9%  ages 1999-00 26.4%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7% 10.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	6 29 20 15 25 40 11 27 41.9	997-98 1  5 24 21 22 17 39 16 26 42.2  Distr 997-98 1  57 39	2 25 17 19 19 37 21 22 42.6	1999-00 2 3 19 21 20 16 30 31 19 42.7 ts 1999-00 2 53 39	3 19 23 18 16 27 34 17 43.0	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4% 15.6% 1996-97	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4% 15.3%  Distr 1997-98	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0% 13.6%  rict Percenta 1998-99 28.5% 16.0%	1999-00  1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5% 11.9%  19.5% 11.9%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7% 10.8%  2000-01 23.2% 21.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	6 29 20 15 25 40 11 27 41.9	997-98 1 5 24 21 22 17 39 16 26 42.2 Distr 997-98 1 57 39 17	2 25 17 19 19 37 21 22 42.6	1999-00 2 3 19 21 20 16 30 31 19 42.7 ts 1999-00 2 53 39 25	3 19 23 18 16 27 34 17 43.0	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4% 15.6% 1996-97 27.8% 17.5% 7.7%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4% 15.3%  Distr 1997-98 28.5% 19.5% 8.5%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0% 13.6%  rict Percenta 1998-99 28.5% 16.0% 14.0%	1999-00  1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5% 11.9%  19.4% 12.4%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7% 10.8%  2000-01 23.2% 21.2% 14.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	6 29 20 15 25 40 11 27 41.9	997-98 1  5 24 21 22 17 39 16 26 42.2  Distr 997-98 1  57 39 17 9	2 25 17 19 19 37 21 22 42.6 citt Coun 998-99	1999-00 2  3 19 21 20 16 30 31 19 42.7  tts  1999-00 2  53 39 25 12	3 19 23 18 16 27 34 17 43.0 2000-01 46 42 28 14	3.5% 16.8% 11.6% 8.7% 14.5% 23.1% 6.4% 15.6%  1996-97  27.8% 17.5% 7.7% 6.7%	2.9% 14.1% 12.4% 12.9% 10.0% 22.9% 9.4% 15.3%  Distr 1997-98 28.5% 19.5% 8.5% 4.5%	1998-99 1.2% 15.4% 10.5% 11.7% 11.7% 22.8% 13.0% 13.6%  13.6%  14.0% 14.0%	1999-00  1.9% 11.9% 13.2% 12.6% 10.1% 18.9% 19.5% 11.9%  19.4% 19.4% 19.4% 19.4% 19.4%	1.9% 12.1% 14.6% 11.5% 10.2% 17.2% 21.7% 10.8%  2000-01  23.2% 21.2% 14.1% 7.1%

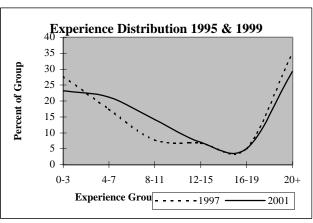
		Dis	trict Cour	nts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	15	17	18	16	-	6.7%	7.3%	7.8%	6.9%	-	
Attrition from Transfers	6	3	5	2	-	2.7%	1.3%	2.2%	0.9%	-	
Attrition from Exits	9	14	13	14	-	4.0%	6.0%	5.6%	6.0%	-	
Teacher Attrition	12	16	17	14	-	6.2%	8.0%	8.5%	7.0%	-	
Attrition from Transfers	6	3	5	2	-	3.1%	1.5%	2.5%	1.0%	-	
Attrition from Exits	6	13	12	12	-	3.1%	6.5%	6.0%	6.0%	-	
District Retention											
<b>Educator Retention</b>	210	215	214	216	-	93.3%	92.7%	92.2%	93.1%	-	
Teacher Retention	182	184	183	187	-	93.8%	92.0%	91.5%	93.0%	-	

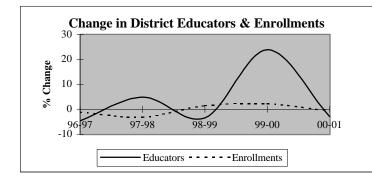
Teacher Retention	Di	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	80.2%	7.4%	12.3%
1 Year of Experience	91.3%	2.9%	5.8%
2 Years of Experience	90.6%	7.8%	1.6%
3 Years of Experience	90.2%	3.3%	6.6%
4 Years of Experience	95.9%	2.0%	2.0%
5 Years of Experience	91.7%	6.3%	2.1%

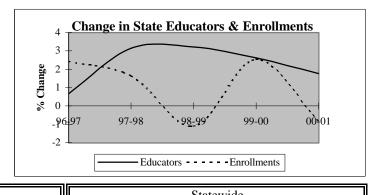
	Statewide Rates									
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	13.6%	17.0%	19.1%	20.3%	21.4%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	9.9%	11.3%	13.7%	13.8%	12.7%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	2.7%	1.7%	0.4%	0.4%	0.9%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	87.6%	90.5%	92.2%	92.2%	93.0%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.4%	0.0%	0.4%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.8%	7.8%	6.9%	7.3%	5.7%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	'S										
Student to Educator Ratio	15.0	13.8	14.5	12.0	12.3	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.3	16.5	17.4	13.9	14.2	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-4	4	-3	20	-3	-	-	-	-	-	
% Change in Educators	-4.6%	4.8%	-3.4%	23.8%	-2.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-14	-40	17	26	-8	-	-	-	-	-	
% Change in Enrollment:	-1.1%	-3.2%	1.4%	2.1%	-0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.2%	0.0%	0.0%	0.0%	3.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.8%	4.6%	4.8%	3.8%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	13.3%	11.5%	11.9%	9.6%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	25.0%	25.0%	25.0%	25.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	39.1	38.9	39.8	39.4	40.6	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.0	11.4	12.3	10.6	11.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,805	29,931	31,617	32,028	33,848	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	77.9%	78.1%	81.4%	82.2%	80.5%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.4%	6.8%	8.6%	7.8%	9.2%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	0.4%	na	0.2%	0.3%	0.6%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.0%	0.0%	0.0%	0.1%	0.1%	1.7%	1.6%	1.8%	1.8%	1.8%	
~											

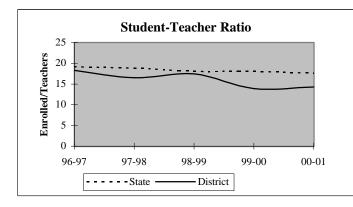
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	83	87	84	104	101		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	78	72	75	80	94		94.0%	82.8%	89.3%	76.9%	93.1%
Newly Hired	5	15	9	24	7	ľ	6.0%	17.2%	10.7%	23.1%	6.9%
Transfers In	1	3	1	3	2		20.0%	20.0%	11.1%	12.5%	28.6%
Reentrants	1	3	3	6	1		20.0%	20.0%	33.3%	25.0%	14.3%
First Time Educators	3	9	5	15	4		60.0%	60.0%	55.6%	62.5%	57.1%
Total Exiting Next Year	11	12	4	10	-		13.3%	13.8%	4.8%	9.6%	-
Transfers Out	3	2	1	4	=		27.3%	16.7%	25.0%	40.0%	=
Leave Tennessee Educ.	8	10	3	6	-		72.7%	83.3%	75.0%	60.0%	-

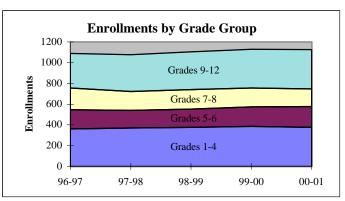
Dynamics Rates	District Rates							
District Attrition	13.3%	13.8%	4.8%	9.6%	-			
Transfers In/Out	0.33	1.50	1.00	0.75	-			

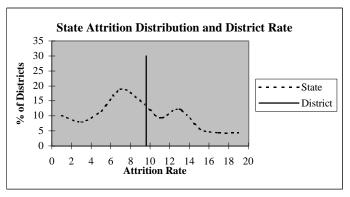
### District Report for: ONEIDA

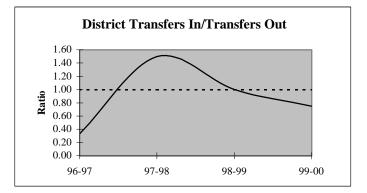
		Dis	trict Coun	its		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	83	87	84	104	101	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	4	4	4	4.8%	4.6%	4.8%	3.8%	4.0%
Professional Staff	11	10	10	10	10	13.3%	11.5%	11.9%	9.6%	9.9%
Total Teachers	68	73	70	90	87	81.9%	83.9%	83.3%	86.5%	86.1%
Special Education	5	5	6	7	8	7.4%	6.8%	8.6%	7.8%	9.2%
Pre-K & Kindergarten	7	7	7	9	9	10.3%	9.6%	10.0%	10.0%	10.3%
Elementary (1-4)	21	23	23	30	28	30.9%	31.5%	32.9%	33.3%	32.2%
Middle School (5-6)	8	8	8	10	9	11.8%	11.0%	11.4%	11.1%	10.3%
Jr. High (7-8)	8	9	8	10	9	11.8%	12.3%	11.4%	11.1%	10.3%
High School (9-12)	19	21	18	24	24	27.9%	28.8%	25.7%	26.7%	27.6%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	3	4	3	4	4	15.8%	19.0%	16.7%	16.7%	16.7%
Social Studies	2	3	2	3	2	10.5%	14.3%	11.1%	12.5%	8.3%
Foreign Language	1	1	1	1	1	5.3%	4.8%	5.6%	4.2%	4.2%
Mathematics	2	3	2	4	2	10.5%	14.3%	11.1%	16.7%	8.3%
Science	3	4	2	3	4	15.8%	19.0%	11.1%	12.5%	16.7%
Vocational Education	3	3	3	3	4	15.8%	14.3%	16.7%	12.5%	16.7%
Other High School	5	3	5	6	7	26.3%	14.3%	27.8%	25.0%	29.2%
Total Enrollments	1,244	1,204	1,221	1,247	1,239	100.0%	100.0%	100.0%	100.0%	100.0%
D IZ 0 IZ	1.50	100	115	110	110	10.20/	10.70/	0.40/	0.50/	0.00/

Total Enrollments	1,244	1,204	1,221	1,247	1,239	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	153	126	115	118	112	12.3%	10.5%	9.4%	9.5%	9.0%
Grades 1-4	361	370	375	386	376	29.0%	30.7%	30.7%	31.0%	30.3%
Grades 5-6	184	169	178	189	200	14.8%	14.0%	14.6%	15.2%	16.1%
Grades 7-8	210	182	186	182	171	16.9%	15.1%	15.2%	14.6%	13.8%
Grades 9-12	334	357	366	371	379	26.8%	29.7%	30.0%	29.8%	30.6%
Ungraded	2	0	1	1	1	0.2%	0.0%	0.1%	0.1%	0.1%









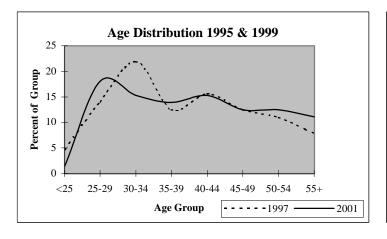
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender			<u>'</u>		<u> </u>					
Administrative	4	4	4	4	4	4.9%	4.7%	4.8%	3.9%	4.0%
White - Females	1	1	1	1	1	25.0%	25.0%	25.0%	25.0%	25.0%
White - Males	3	3	3	3	3	75.0%	75.0%	75.0%	75.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	11	10	10	10	10	13.6%	11.8%	12.0%	9.7%	10.1%
White - Females	9	7	8	7	8	81.8%	70.0%	80.0%	70.0%	80.0%
White - Males	2	3	2	3	2	18.2%	30.0%	20.0%	30.0%	20.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	66	71	69	89	85	81.5%	83.5%	83.1%	86.4%	85.9%
White - Females	51	56	56	73	69	77.3%	78.9%	81.2%	82.0%	81.2%
White - Males	15	15	13	16	16	22.7%	21.1%	18.8%	18.0%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution			strict Cou					rict Percent		
Age Distribution Teachers by Age Group	1996-97	Dis 1997-98			2000-01	1996-97	Distr	rict Percent	ages 1999-00	2000-01
•	1996-97				2000-01	1996-97				2000-01
Teachers by Age Group	السسايا	1997-98	1998-99	1999-00		الـــــــــــــــــــــــــــــــــــــ	1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	3	1997-98 4	1998-99	1999-00	1	4.7%	1997-98	1998-99	1999-00 7.8%	1.4%
Teachers by Age Group Up to 24 25-29	3 9	1997-98 4 14	1998-99 1 13	1999-00 6 14	1 13	4.7% 14.1%	1997-98 6.0% 20.9%	1998-99 1.6% 20.6%	1999-00 7.8% 18.2%	1.4% 18.1%
Teachers by Age Group Up to 24 25-29 30-34	3 9 14	1997-98 4 14 10	1998-99 1 13 10	1999-00 6 14 11	1 13 11	4.7% 14.1% 21.9%	1997-98 6.0% 20.9% 14.9%	1998-99 1.6% 20.6% 15.9%	1999-00 7.8% 18.2% 14.3%	1.4% 18.1% 15.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39	3 9 14 8	1997-98 4 14 10 5	1998-99 1 13 10 5	1999-00 6 14 11 9	1 13 11 10	4.7% 14.1% 21.9% 12.5%	1997-98 6.0% 20.9% 14.9% 7.5%	1.6% 20.6% 15.9% 7.9%	1999-00 7.8% 18.2% 14.3% 11.7%	1.4% 18.1% 15.3% 13.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	3 9 14 8 10	1997-98 4 14 10 5 12	1998-99 1 13 10 5 12	1999-00 6 14 11 9 11	1 13 11 10 11	4.7% 14.1% 21.9% 12.5% 15.6%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9%	1998-99 1.6% 20.6% 15.9% 7.9% 19.0%	1999-00 7.8% 18.2% 14.3% 11.7% 14.3%	1.4% 18.1% 15.3% 13.9% 15.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	3 9 14 8 10 8	1997-98 4 14 10 5 12 10	1998-99 1 13 10 5 12 9	1999-00 6 14 11 9 11	1 13 11 10 11 9	4.7% 14.1% 21.9% 12.5% 15.6% 12.5%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9%	1998-99 1.6% 20.6% 15.9% 7.9% 19.0% 14.3%	1999-00 7.8% 18.2% 14.3% 11.7% 14.3% 11.7%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	3 9 14 8 10 8 7 5	1997-98 4 14 10 5 12 10 8 4	1998-99 1 13 10 5 12 9 6 7	1999-00 6 14 11 9 11 9 9	1 13 11 10 11 9 9	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 11.9%	1998-99 1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5%	1999-00 7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 11.7%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	3 9 14 8 10 8 7	1997-98 4 14 10 5 12 10 8	1998-99 1 13 10 5 12 9 6	1999-00 6 14 11 9 11 9	1 13 11 10 11 9	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 11.9%	1998-99 1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5%	1999-00 7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 11.7%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	3 9 14 8 10 8 7 5	1997-98 4 14 10 5 12 10 8 4	1998-99 1 13 10 5 12 9 6 7	1999-00 6 14 11 9 11 9 9	1 13 11 10 11 9 9	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 11.9%	1998-99 1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5%	1999-00 7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 11.7%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	3 9 14 8 10 8 7 5	1997-98 4 14 10 5 12 10 8 4 38.9	1998-99 1 13 10 5 12 9 6 7 39.8	1999-00 6 14 11 9 11 9 9 8 39.4	1 13 11 10 11 9 9	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 11.9% 6.0%	1998-99 1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5% 11.1%	1999-00 7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 10.4%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	3 9 14 8 10 8 7 5 39.1	1997-98 4 14 10 5 12 10 8 4 38.9	1998-99 1 13 10 5 12 9 6 7 39.8	1999-00 6 14 11 9 11 9 8 39.4	1 13 11 10 11 9 9 8 40.6	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9% 7.8%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 6.0%	1998-99 1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5% 11.1%	1999-00 7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 10.4%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5% 12.5% 11.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	3 9 14 8 10 8 7 5 39.1	1997-98 4 14 10 5 12 10 8 4 38.9 Dis	1998-99 1 13 10 5 12 9 6 7 39.8 strict Cour	1999-00 6 14 11 9 11 9 8 39.4	1 13 11 10 11 9 9 8 40.6	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9% 7.8%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 6.0%	1998-99  1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5% 11.1%	1999-00  7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 10.4%  ages 1999-00	1.4% 18.1% 15.3% 13.9% 15.3% 12.5% 12.5% 11.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	3 9 14 8 10 8 7 5 39.1	1997-98 4 14 10 5 12 10 8 4 38.9 Dis	1998-99 1 13 10 5 12 9 6 7 39.8 strict Cour 1998-99	1999-00 6 14 11 9 11 9 8 39.4 1999-00 30	1 13 11 10 11 9 9 8 40.6	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9% 7.8%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 6.0% Distr 1997-98	1998-99  1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5% 11.1%  rict Percent	1999-00  7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 10.4%  ages 1999-00 33.3%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5% 12.5% 11.1% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	3 9 14 8 10 8 7 5 39.1	1997-98 4 14 10 5 12 10 8 4 38.9 Dis 1997-98 23 13	1998-99 1 13 10 5 12 9 6 7 39.8 strict Cour 1998-99 16 15	1999-00 6 14 11 9 11 9 8 39.4 1999-00 30 15	1 13 11 10 11 9 9 8 40.6	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9% 7.8%  1996-97 22.1% 27.9%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 6.0% Distr 1997-98	1998-99  1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5% 11.1%  rict Percent: 1998-99  22.9% 21.4%	1999-00  7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 10.4%  ages  1999-00  33.3% 16.7%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5% 12.5% 11.1%  2000-01 24.1% 18.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	3 9 14 8 10 8 7 5 39.1	1997-98 4 14 10 5 12 10 8 4 38.9 Dis 1997-98 23 13 5	1998-99 1 13 10 5 12 9 6 7 39.8  strict Cour 1998-99 16 15 7	1999-00 6 14 11 9 11 9 8 39.4 1999-00 30 15 14	1 13 11 10 11 9 9 8 40.6	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9% 7.8%  1996-97  22.1% 27.9% 8.8%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 6.0% Distr 1997-98 31.5% 17.8% 6.8%	1998-99  1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5% 11.1%  rict Percent 1998-99  22.9% 21.4% 10.0%	1999-00  7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 10.4%  ages 1999-00  33.3% 16.7% 15.6%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5% 12.5% 11.1%  2000-01 24.1% 18.4% 18.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	3 9 14 8 10 8 7 5 39.1	1997-98 4 14 10 5 12 10 8 4 38.9 Dis 1997-98 23 13 5 6	1998-99 1 13 10 5 12 9 6 7 39.8 strict Cour 1998-99 16 15 7 6	1999-00 6 14 11 9 11 9 8 39.4 11 1999-00 30 15 14 4	1 13 11 10 11 9 9 8 40.6 2000-01 21 16 16 7	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9% 7.8%  1996-97  22.1% 27.9% 8.8% 2.9%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 6.0% Distr 1997-98 31.5% 17.8% 6.8% 8.2%	1998-99  1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5% 11.1%  rict Percent 1998-99  22.9% 21.4% 10.0% 8.6%	1999-00  7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 10.4%  ages 1999-00  33.3% 16.7% 15.6% 4.4%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5% 12.5% 11.1%  2000-01 24.1% 18.4% 18.4% 8.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	3 9 14 8 10 8 7 5 39.1	1997-98 4 14 10 5 12 10 8 4 38.9 Dis 1997-98 23 13 5 6 10	1998-99 1 13 10 5 12 9 6 7 39.8  strict Cour 1998-99 16 15 7 6 8	1999-00 6 14 11 9 11 9 8 39.4 1999-00 30 15 14 4 6	1 13 11 10 11 9 9 8 40.6 2000-01 21 16 16 7 3	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9% 7.8%  22.1% 27.9% 8.8% 2.9% 13.2%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 6.0% Distr 1997-98 31.5% 17.8% 6.8% 8.2% 13.7%	1998-99  1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5% 11.1%  rict Percent 1998-99  22.9% 21.4% 10.0% 8.6% 11.4%	1999-00  7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 10.4%  ages  1999-00  33.3% 16.7% 15.6% 4.4% 6.7%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5% 12.5% 11.1%  2000-01 24.1% 18.4% 18.4% 8.0% 3.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	3 9 14 8 10 8 7 5 39.1	1997-98 4 14 10 5 12 10 8 4 38.9 Dis 1997-98 23 13 5 6	1998-99 1 13 10 5 12 9 6 7 39.8 strict Cour 1998-99 16 15 7 6	1999-00 6 14 11 9 11 9 8 39.4 11 1999-00 30 15 14 4	1 13 11 10 11 9 9 8 40.6 2000-01 21 16 16 7	4.7% 14.1% 21.9% 12.5% 15.6% 12.5% 10.9% 7.8%  1996-97  22.1% 27.9% 8.8% 2.9%	1997-98 6.0% 20.9% 14.9% 7.5% 17.9% 14.9% 6.0% Distr 1997-98 31.5% 17.8% 6.8% 8.2%	1998-99  1.6% 20.6% 15.9% 7.9% 19.0% 14.3% 9.5% 11.1%  rict Percent 1998-99  22.9% 21.4% 10.0% 8.6%	1999-00  7.8% 18.2% 14.3% 11.7% 14.3% 11.7% 10.4%  ages 1999-00  33.3% 16.7% 15.6% 4.4%	1.4% 18.1% 15.3% 13.9% 15.3% 12.5% 12.5% 11.1%  2000-01 24.1% 18.4% 18.4% 8.0%

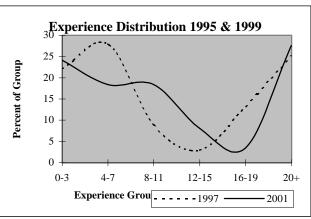
		District Counts 1996-97 1997-98 1998-99 1999-00 2000-						D	istrict Rate	S	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	11	12	4	10	-	ĬĪ	13.3%	13.8%	4.8%	9.6%	-
Attrition from Transfers	3	2	1	4	-	_	3.6%	2.3%	1.2%	3.8%	-
Attrition from Exits	8	10	3	6	-		9.6%	11.5%	3.6%	5.8%	-
Teacher Attrition	10	11	3	8	-		14.7%	15.1%	4.3%	8.9%	=
Attrition from Transfers	3	2	1	4	-		4.4%	2.7%	1.4%	4.4%	-
Attrition from Exits	7	9	2	4	-		10.3%	12.3%	2.9%	4.4%	-
District Retention											
<b>Educator Retention</b>	72	75	80	94	-		86.7%	86.2%	95.2%	90.4%	-
Teacher Retention	58	62	67	82	-		85.3%	84.9%	95.7%	91.1%	-

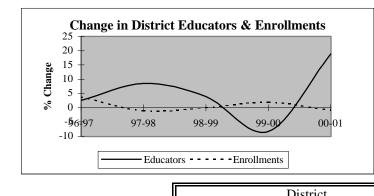
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	54.5%	21.2%	24.2%					
1 Year of Experience	87.5%	4.2%	8.3%					
2 Years of Experience	95.2%	4.8%	0.0%					
3 Years of Experience	79.2%	4.2%	16.7%					
4 Years of Experience	100.0%	0.0%	0.0%					
5 Years of Experience	90.5%	0.0%	9.5%					

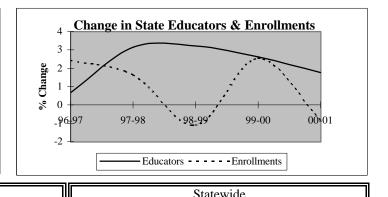
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		District Percentages						Statew	ide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses						,					
Race	9.7%	16.3%	19.6%	16.3%	16.8%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.5%	11.2%	13.1%	9.6%	9.9%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.0%	0.0%	0.0%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	95.2%	86.2%	90.5%	79.8%	95.0%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	4.8%	13.8%	9.5%	20.2%	5.0%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s										
Student to Educator Ratio	16.1	14.7	14.1	15.7	13.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.4	17.7	17.3	18.8	16.0	19.2	18.8	18.1	18.0	17.6	
Change in Educators	3	10	5	-11	23	-	-	-	-	-	
% Change in Educators	2.6%	8.5%	3.9%	-8.3%	18.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	70	-22	0	35	-17	-	-	-	-	-	
% Change in Enrollments	3.8%	-1.2%	0.0%	1.9%	-0.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	1.6%	0.8%	0.0%	9.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.2%	5.5%	5.3%	4.9%	4.8%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	12.7%	11.7%	12.8%	11.5%	13.1%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.0%	0.0%	0.0%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	20.0%	42.9%	57.1%	50.0%	57.1%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.1	42.5	41.2	41.7	40.8	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.3	12.3	11.3	11.5	10.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,263	28,701	29,453	30,937	29,866	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.9%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	76.5%	75.5%	74.3%	75.5%	74.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	22.4%	21.7%	19.3%	22.5%	18.5%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	0.6%	na	0.1%	0.4%	0.8%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.0%	2.4%	1.0%	2.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%	

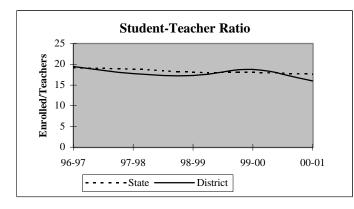
		District Counts						Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	118	128	133	122	145		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	109	108	109	102	116		92.4%	84.4%	82.0%	83.6%	80.0%
Newly Hired	9	20	24	20	29		7.6%	15.6%	18.0%	16.4%	20.0%
Transfers In	0	1	1	2	3		0.0%	5.0%	4.2%	10.0%	10.3%
Reentrants	5	5	4	9	11		55.6%	25.0%	16.7%	45.0%	37.9%
First Time Educators	4	14	19	9	15		44.4%	70.0%	79.2%	45.0%	51.7%
Total Exiting Next Year	10	19	31	6	-		8.5%	14.8%	23.3%	4.9%	=
Transfers Out	5	4	11	1	-		50.0%	21.1%	35.5%	16.7%	-
Leave Tennessee Educ.	5	15	20	5	-		50.0%	78.9%	64.5%	83.3%	-

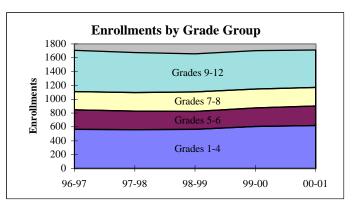
Dynamics Rates					
District Attrition	8.5%	14.8%	23.3%	4.9%	-
Transfers In/Out	0.00	0.25	0.09	2.00	-

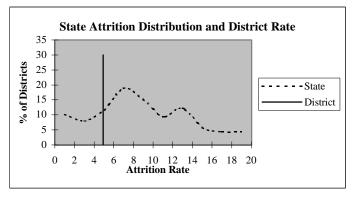
## District Report for: SEQUATCHIE COUNTY

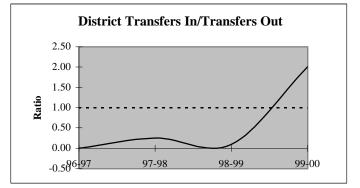
		Dis	strict Cour	nts		District Percentages					
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	118	128	133	122	145	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	5	7	7	6	7	4.2%	5.5%	5.3%	4.9%	4.8%	
Professional Staff	15	15	17	14	19	12.7%	11.7%	12.8%	11.5%	13.1%	
Total Teachers	98	106	109	102	119	83.1%	82.8%	82.0%	83.6%	82.1%	
Special Education	22	23	21	23	22	22.4%	21.7%	19.3%	22.5%	18.5%	
Pre-K & Kindergarten	6	7	8	7	8	6.1%	6.6%	7.3%	6.9%	6.7%	
Elementary (1-4)	29	32	36	35	41	29.6%	30.2%	33.0%	34.3%	34.5%	
Middle School (5-6)	9	10	10	10	13	9.2%	9.4%	9.2%	9.8%	10.9%	
Jr. High (7-8)	11	10	10	8	9	11.2%	9.4%	9.2%	7.8%	7.6%	
High School (9-12)	21	24	24	19	26	21.4%	22.6%	22.0%	18.6%	21.8%	
Business	2	2	2	2	2	9.5%	8.3%	8.3%	10.5%	7.7%	
Language Arts	4	4	5	3	5	19.0%	16.7%	20.8%	15.8%	19.2%	
Social Studies	3	2	3	2	4	14.3%	8.3%	12.5%	10.5%	15.4%	
Foreign Language	1	1	1	0	1	4.8%	4.2%	4.2%	0.0%	3.8%	
Mathematics	2	4	4	4	5	9.5%	16.7%	16.7%	21.1%	19.2%	
Science	3	3	3	3	4	14.3%	12.5%	12.5%	15.8%	15.4%	
Vocational Education	1	1	1	1	2	4.8%	4.2%	4.2%	5.3%	7.7%	
Other High School	5	7	5	4	3	23.8%	29.2%	20.8%	21.1%	11.5%	

Total Enrollments	1,903	1,881	1,881	1,916	1,899	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	157	160	172	161	152	8.3%	8.5%	9.1%	8.4%	8.0%
Grades 1-4	564	562	566	604	622	29.6%	29.9%	30.1%	31.5%	32.8%
Grades 5-6	284	266	257	270	279	14.9%	14.1%	13.7%	14.1%	14.7%
Grades 7-8	262	268	281	275	269	13.8%	14.2%	14.9%	14.4%	14.2%
Grades 9-12	598	580	552	556	544	31.4%	30.8%	29.3%	29.0%	28.6%
Ungraded	38	45	53	50	33	2.0%	2.4%	2.8%	2.6%	1.7%









		Dist	rict Cou	nts			Distr	rict Percenta	ages	
Profile by	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	,,	-1			<u> </u>	<u> </u>				
Administrative	5	7	7	6	7	4.3%	5.7%	5.5%	5.2%	5.1%
White - Females	1	3	4	3	4	20.0%	42.9%	57.1%	50.0%	57.1%
White - Males	4	4	3	3	3	80.0%	57.1%	42.9%	50.0%	42.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	15	15	16	12	16	12.9%	12.2%	12.5%	10.4%	11.8%
White - Females	12	12	13	9	13	80.0%	80.0%	81.3%	75.0%	81.3%
White - Males	3	3	3	3	3	20.0%	20.0%	18.8%	25.0%	18.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	96	101	105	97	113	82.8%	82.1%	82.0%	84.3%	83.1%
White - Females	75	80	81	77	87	78.1%	79.2%	77.1%	79.4%	77.0%
White - Males	21	21	24	20	25	21.9%	20.8%	22.9%	20.6%	22.1%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.9%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Cou	nts			Distr	rict Percenta	ages	
Teachers by Age Group	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	5	9	5	3	2.2%	5.4%	9.3%	5.6%	3.0%
25-29	13	12	10	10	19	14.1%	12.9%	10.3%	11.2%	19.2%
30-34	6	8	12	12	14	6.5%	8.6%	12.4%	13.5%	14.1%
35-39	11	12	11	10	10	12.0%	12.9%	11.3%	11.2%	10.1%
40-45	18	13	12	13	12	19.6%	14.0%	12.4%	14.6%	12.1%
45-49	15	14	14	10	12	16.3%	15.1%	14.4%	11.2%	12.1%
50-54	15	18	20	20	16	16.3%	19.4%	20.6%	22.5%	16.2%
55+	12	11	9	9	13	13.0%	11.8%	9.3%	10.1%	13.1%
Average Age	43.1	42.5	41.2	41.7	40.8					
Experience Distribution		Dist	rict Cou	nts			Distr	rict Percenta	ages	
Teachers by Experience	1996-97 1				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	15	24	36	32	46	15.3%	22.6%	33.0%	31.4%	38.7%
4-7 Years	16	16	10	12	15	16.3%	15.1%	9.2%	11.8%	12.6%
			10	12	1.5	10.5/0	15.1/0	J.4/0	11.070	12.070
8-11 Years				12	13	10.2%	10.4%	11.0%	11.8%	10.9%
8-11 Years 12-15 Years	10	11	12	12 11	13 6	10.2% 19.4%	10.4% 14.2%	11.0% 11.9%	11.8% 10.8%	10.9% 5.0%
12-15 Years	10 19	11 15	12 13	11	6	19.4%	14.2%	11.9%	10.8%	5.0%
	10	11	12							

Average Experience

13.3

12.3

11.5

10.3

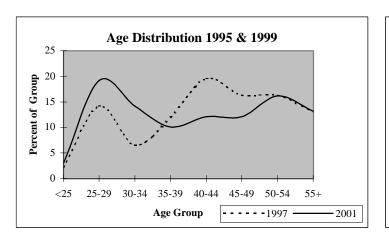
11.3

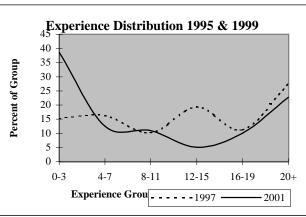
		District Counts					District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-	97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	10	19	31	6	-	8.	5%	14.8%	23.3%	4.9%	-	
Attrition from Transfers	5	4	11	1	-	4.	2%	3.1%	8.3%	0.8%	-	
Attrition from Exits	5	15	20	5	-	4.	2%	11.7%	15.0%	4.1%	-	
Teacher Attrition	9	17	26	6	-	9.	2%	16.0%	23.9%	5.9%	-	
Attrition from Transfers	4	3	10	1	-	4.	1%	2.8%	9.2%	1.0%	-	
Attrition from Exits	5	14	16	5	-	5.	1%	13.2%	14.7%	4.9%	-	
District Retention												
<b>Educator Retention</b>	108	109	102	116	-	91.	5%	85.2%	76.7%	95.1%	-	
Teacher Retention	89	89	83	96	-	90.	.8%	84.0%	76.1%	94.1%	-	

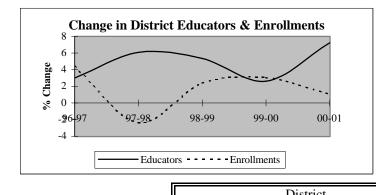
Teacher Retention	Di	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	80.0%	10.0%	10.0%				
1 Year of Experience	64.5%	9.7%	25.8%				
2 Years of Experience	78.3%	4.3%	17.4%				
3 Years of Experience	89.5%	0.0%	10.5%				
4 Years of Experience	64.7%	11.8%	23.5%				
5 Years of Experience	94.1%	0.0%	5.9%				

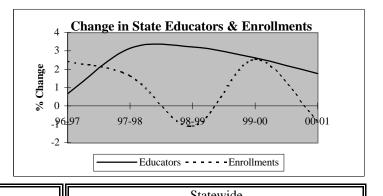
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	7.6%	16.5%	26.1%	27.0%	28.7%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	3.8%	12.9%	20.0%	18.0%	15.3%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	0.0%	2.3%	0.0%	1.6%	2.8%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	92.4%	82.8%	82.7%	82.8%	78.6%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	7.6%	14.8%	17.3%	15.6%	18.6%		8.6%	9.3%	9.4%	11.0%	10.3%		









	District					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s										
Student to Educator Ratio	17.5	16.1	15.7	15.7	14.8	16.4		15.5	15.5	15.1	
Student to Teacher Ratio	20.4	18.8	18.3	18.6	17.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	21	44	41	21	60	-	-	-	-	-	
% Change in Educators	3.0%	6.1%	5.3%	2.6%	7.2%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	531	-303	294	385	136	-	-	-	-	-	
% Change in Enrollments	4.4%	-2.4%	2.4%	3.0%	1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.3%	1.2%	0.9%	0.4%	6.6%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.8%	5.2%	5.2%	5.4%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.4%	9.0%	9.3%	9.9%	9.4%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.1%	0.1%	0.1%	0.1%	0.1%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	28.6%	30.0%	38.1%	42.2%	46.8%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.1	41.3	41.7	42.0	42.3	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.2	12.0	12.2	12.3	11.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	33,704	34,013	35,353	36,595	35,692	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.2%	0.2%	0.1%	0.1%	0.1%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.0%	75.8%	76.4%	75.1%	75.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	11.5%	11.7%	11.7%	10.7%	11.6%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	1.2%	na	1.4%	1.7%	2.0%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.4%	1.4%	1.2%	1.4%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%	

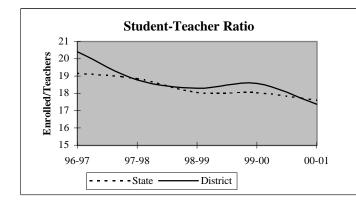
		Di	strict Cou	District Counts						District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01				
Total Workforce	723	767	808	829	889		100.0%	100.0%	100.0%	100.0%	100.0%				
Retained Educators	648	682	732	751	781		89.6%	88.9%	90.6%	90.6%	87.9%				
Newly Hired	75	85	76	78	108		10.4%	11.1%	9.4%	9.4%	12.1%				
Transfers In	3	10	11	11	23		4.0%	11.8%	14.5%	14.1%	21.3%				
Reentrants	48	29	32	23	39		64.0%	34.1%	42.1%	29.5%	36.1%				
First Time Educators	24	46	33	44	46		32.0%	54.1%	43.4%	56.4%	42.6%				
Total Exiting Next Year	41	35	57	48	=	I	5.7%	4.6%	7.1%	5.8%	-				
Transfers Out	6	7	2	3	-		14.6%	20.0%	3.5%	6.3%	-				
Leave Tennessee Educ.	35	28	55	45	-		85.4%	80.0%	96.5%	93.8%	-				

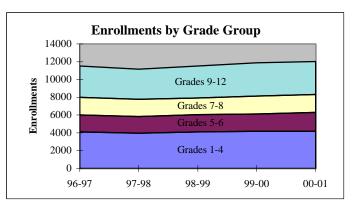
Dynamics Rates	District Rates								
District Attrition	5.7%	4.6%	7.1%	5.8%	-				
Transfers In/Out	0.50	1.43	5.50	3.67	-				

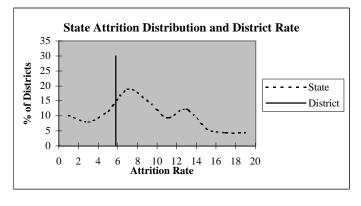
### District Report for: SEVIER COUNTY

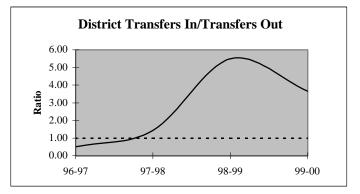
		Dis	trict Coun	ts		District Percentages					
Profile by Position	1996-97 19	997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	723	767	808	829	889	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	35	40	42	45	47	4.8%	5.2%	5.2%	5.4%	5.3%	
Professional Staff	68	69	75	82	84	9.4%	9.0%	9.3%	9.9%	9.4%	
Total Teachers	620	658	691	702	758	85.8%	85.8%	85.5%	84.7%	85.3%	
Special Education	71	77	81	75	88	11.5%	11.7%	11.7%	10.7%	11.6%	
Pre-K & Kindergarten	44	48	53	54	52	7.1%	7.3%	7.7%	7.7%	6.9%	
Elementary (1-4)	201	217	234	237	260	32.4%	33.0%	33.9%	33.8%	34.3%	
Middle School (5-6)	68	72	74	75	85	11.0%	10.9%	10.7%	10.7%	11.2%	
Jr. High (7-8)	76	74	82	81	81	12.3%	11.2%	11.9%	11.5%	10.7%	
High School (9-12)	160	170	167	180	192	25.8%	25.8%	24.2%	25.6%	25.3%	
Business	6	7	8	9	6	3.8%	4.1%	4.8%	5.0%	3.1%	
Language Arts	20	22	22	27	26	12.5%	12.9%	13.2%	15.0%	13.5%	
Social Studies	15	19	21	23	24	9.4%	11.2%	12.6%	12.8%	12.5%	
Foreign Language	8	8	7	10	10	5.0%	4.7%	4.2%	5.6%	5.2%	
Mathematics	19	16	18	20	26	11.9%	9.4%	10.8%	11.1%	13.5%	
Science	16	14	13	16	19	10.0%	8.2%	7.8%	8.9%	9.9%	
Vocational Education	30	33	32	33	35	18.8%	19.4%	19.2%	18.3%	18.2%	
Other High School	46	51	46	42	46	28.8%	30.0%	27.5%	23.3%	24.0%	

Total Enrollments	12,658	12,355	12,649	13,034	13,170	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	946	1,013	969	977	974	7.5%	8.2%	7.7%	7.5%	7.4%
Grades 1-4	4,088	3,948	4,091	4,159	4,166	32.3%	32.0%	32.3%	31.9%	31.6%
Grades 5-6	1,912	1,891	1,944	1,954	2,121	15.1%	15.3%	15.4%	15.0%	16.1%
Grades 7-8	1,980	1,919	1,885	2,016	2,044	15.6%	15.5%	14.9%	15.5%	15.5%
Grades 9-12	3,529	3,411	3,592	3,741	3,689	27.9%	27.6%	28.4%	28.7%	28.0%
Ungraded	203	173	168	187	176	1.6%	1.4%	1.3%	1.4%	1.3%









Profile by

1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98

District Percentages

1998-99

1999-00 2000-01

**District Counts** 

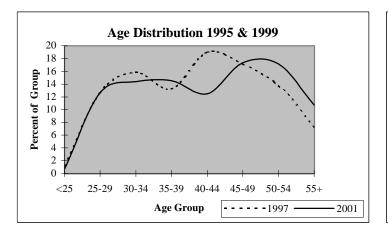
r tottle by	1990-97 1	771 70 1	1770 77	1777 00 2	2000 01	1770-77	1771 70	1//0///	1777-00	2000-01
Known Race and Gender					.,					
Administrative	34	39	41	44	46	4.8%	5.2%	5.2%	5.5%	5.3%
White - Females	10	12	16	19	22	29.4%	30.8%	39.0%	43.2%	47.8%
White - Males	24	27	25	25	24	70.6%	69.2%	61.0%	56.8%	52.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	68	68	73	81	82	9.6%	9.1%	9.3%	10.1%	9.5%
White - Females	48	47	49	56	60	70.6%	69.1%	67.1%	69.1%	73.2%
White - Males	20	21	24	25	22	29.4%	30.9%	32.9%	30.9%	26.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	605	638	669	679	733	85.6%	85.6%	85.4%	84.5%	85.1%
White - Females	457	491	519	518	563	75.5%	77.0%	77.6%	76.3%	76.8%
White - Males	147	146	149	160	169	24.3%	22.9%	22.3%	23.6%	23.1%
Black - Females	1	1	1	1	1	0.2%	0.2%	0.1%	0.1%	0.1%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Coun	its			Distr	ict Percenta	ages	
Age Distribution Teachers by Age Group	1996-97 1			its 1999-00	2000-01	1996-97	Distr	ict Percent	ages 1999-00	2000-01
Teachers by Age Group	1996-97 1 6				2000-01		1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	6	997-98 1 6	998-99	1999-00 2 7	4	1.1%	1997-98 1.1%	1998-99	1999-00	0.7%
Teachers by Age Group Up to 24 25-29	6 68	997-98 1 6 79	998-99 4 77	1999-00 7 68	4 73	1.1% 12.7%	1997-98 1.1% 14.2%	1998-99 0.7% 13.6%	1999-00 1.2% 12.1%	0.7% 12.7%
Teachers by Age Group Up to 24 25-29 30-34	6 68 85	997-98 1 6 79 76	1998-99 4 77 81	1999-00 7 68 83	4 73 83	1.1% 12.7% 15.8%	1997-98 1.1% 14.2% 13.7%	1998-99 0.7% 13.6% 14.3%	1999-00 1.2% 12.1% 14.8%	0.7% 12.7% 14.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39	6 68 85 71	997-98 1 6 79 76 76	4 77 81 83	7 68 83 85	4 73 83 84	1.1% 12.7% 15.8% 13.2%	1997-98 1.1% 14.2% 13.7% 13.7%	1998-99 0.7% 13.6% 14.3% 14.6%	1999-00 1.2% 12.1% 14.8% 15.1%	0.7% 12.7% 14.4% 14.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	6 68 85 71 102	997-98 6 79 76 76 87	998-99 4 77 81 83 73	7 68 83 85 65	4 73 83 84 72	1.1% 12.7% 15.8% 13.2% 19.0%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6%	1998-99 0.7% 13.6% 14.3% 14.6% 12.9%	1999-00 1.2% 12.1% 14.8% 15.1% 11.6%	0.7% 12.7% 14.4% 14.6% 12.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 68 85 71 102 92	997-98 6 79 76 76 87 104	998-99 4 77 81 83 73 109	7 68 83 85 65 102	4 73 83 84 72 100	1.1% 12.7% 15.8% 13.2% 19.0% 17.1%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6% 18.7%	1998-99 0.7% 13.6% 14.3% 14.6% 12.9% 19.2%	1999-00 1.2% 12.1% 14.8% 15.1% 11.6% 18.1%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 68 85 71 102 92 74	997-98 1 6 79 76 76 87 104 83	998-99 4 77 81 83 73 109 90	7 68 83 85 65 102 97	4 73 83 84 72 100 99	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6% 18.7% 14.9%	1998-99 0.7% 13.6% 14.3% 14.6% 12.9% 19.2% 15.8%	1999-00 1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 17.3%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 68 85 71 102 92 74 39	997-98 1 6 79 76 76 87 104 83 45	998-99 4 77 81 83 73 109 90 51	7 68 83 85 65 102 97 55	4 73 83 84 72 100 99 62	1.1% 12.7% 15.8% 13.2% 19.0% 17.1%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6% 18.7%	1998-99 0.7% 13.6% 14.3% 14.6% 12.9% 19.2%	1999-00 1.2% 12.1% 14.8% 15.1% 11.6% 18.1%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 68 85 71 102 92 74	997-98 1 6 79 76 76 87 104 83	998-99 4 77 81 83 73 109 90	7 68 83 85 65 102 97	4 73 83 84 72 100 99	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6% 18.7% 14.9%	1998-99 0.7% 13.6% 14.3% 14.6% 12.9% 19.2% 15.8%	1999-00 1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 17.3%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	6 68 85 71 102 92 74 39	997-98 1 6 79 76 76 87 104 83 45 41.3	998-99 4 77 81 83 73 109 90 51	7 68 83 85 65 102 97 55 42.0	4 73 83 84 72 100 99 62	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6% 18.7% 14.9% 8.1%	0.7% 13.6% 14.3% 14.6% 12.9% 19.2% 15.8% 9.0%	1999-00 1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 17.3% 9.8%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	6 68 85 71 102 92 74 39 41.1	997-98 1 6 79 76 76 87 104 83 45 41.3	998-99 4 77 81 83 73 109 90 51 41.7	7 68 83 85 65 102 97 55 42.0	4 73 83 84 72 100 99 62 42.3	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8% 7.3%	1997-98 1.1% 14.2% 13.7% 15.6% 18.7% 14.9% 8.1%	1998-99 0.7% 13.6% 14.3% 14.6% 12.9% 19.2% 15.8% 9.0%	1999-00 1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 17.3% 9.8%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2% 10.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	6 68 85 71 102 92 74 39 41.1	997-98 1 6 79 76 76 87 104 83 45 41.3	998-99 4 77 81 83 73 109 90 51 41.7	7 68 83 85 65 102 97 55 42.0	4 73 83 84 72 100 99 62 42.3	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8% 7.3%	1997-98 1.1% 14.2% 13.7% 15.6% 18.7% 14.9% 8.1% Distr	1998-99 0.7% 13.6% 14.3% 14.6% 12.9% 19.2% 15.8% 9.0% ict Percent:	1999-00 1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 17.3% 9.8%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2% 10.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	6 68 85 71 102 92 74 39 41.1	997-98 1 6 79 76 76 87 104 83 45 41.3 Dist	998-99 4 77 81 83 73 109 90 51 41.7	7 68 83 85 65 102 97 55 42.0 atts 1999-00 2	4 73 83 84 72 100 99 62 42.3	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8% 7.3%	1997-98 1.1% 14.2% 13.7% 15.6% 18.7% 14.9% 8.1% Distr 1997-98 21.6%	1998-99 0.7% 13.6% 14.3% 14.6% 12.9% 19.2% 15.8% 9.0% ict Percent: 1998-99 22.0%	1999-00  1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 9.8%  ages 1999-00 22.2%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2% 10.7%  2000-01 25.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	6 68 85 71 102 92 74 39 41.1	997-98 1 6 79 76 76 87 104 83 45 41.3 Dist 997-98 1 142 108	998-99 4 77 81 83 73 109 90 51 41.7	7 68 83 85 65 102 97 55 42.0  tts  1999-00 12	4 73 83 84 72 100 99 62 42.3	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8% 7.3%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6% 18.7% 14.9% 8.1%  Distr 1997-98 21.6% 16.4%	1998-99 0.7% 13.6% 14.3% 14.6% 12.9% 15.8% 9.0% ict Percenta 1998-99 22.0% 17.4%	1999-00  1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 9.8%  17.3% 9.8%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2% 10.7%  2000-01 25.5% 15.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	6 68 85 71 102 92 74 39 41.1	997-98 1 6 79 76 76 87 104 83 45 41.3 Dist 997-98 1 142 108 102	998-99 4 77 81 83 73 109 90 51 41.7  rict Coun 998-99 152 120 91	7 68 83 85 65 102 97 55 42.0 tts 1999-00 2 125 90	4 73 83 84 72 100 99 62 42.3 2000-01 193 114 108	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8% 7.3%	1997-98  1.1% 14.2% 13.7% 15.6% 18.7% 14.9% 8.1%  Distr 1997-98  21.6% 16.4% 15.5%	1998-99 0.7% 13.6% 14.3% 14.6% 12.9% 19.2% 15.8% 9.0% ict Percent: 1998-99 22.0% 17.4% 13.2%	1999-00  1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 17.3% 9.8%  ages 1999-00  22.2% 17.8% 12.8%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2% 10.7%  2000-01 25.5% 15.0% 14.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	6 68 85 71 102 92 74 39 41.1	997-98 1 6 79 76 76 87 104 83 45 41.3  Dist 997-98 1 142 108 102 70	998-99 4 77 81 83 73 109 90 51 41.7  rict Coun 152 120 91 79	7 68 83 85 65 102 97 55 42.0 tts 156 125 90 82	4 73 83 84 72 100 99 62 42.3 2000-01 193 114 108 83	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8% 7.3%  1996-97 19.2% 18.1% 14.2% 11.3%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6% 18.7% 14.9% 8.1%  Distr 1997-98 21.6% 16.4% 15.5% 10.6%	1998-99  0.7% 13.6% 14.3% 14.6% 12.9% 19.2% 15.8% 9.0%  ict Percent: 1998-99  22.0% 17.4% 13.2% 11.4%	1999-00  1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 17.3% 9.8%  1999-00  22.2% 17.8% 12.8% 11.7%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2% 10.7%  2000-01 25.5% 15.0% 14.2% 10.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	6 68 85 71 102 92 74 39 41.1 1996-97 1 119 112 88 70 89	997-98 1 6 79 76 76 87 104 83 45 41.3  Dist 997-98 1 142 108 102 70 84	998-99 4 77 81 83 73 109 90 51 41.7  rict Coun 998-99 1 152 120 91 79 82	1999-00 2 7 68 83 85 65 102 97 55 42.0  tts 1999-00 2 156 125 90 82 63	4 73 83 84 72 100 99 62 42.3 2000-01 193 114 108 83 62	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8% 7.3%  1996-97 192% 18.1% 14.2% 11.3% 14.4%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6% 18.7% 14.9% 8.1%  Distr 1997-98 21.6% 16.4% 15.5% 10.6% 12.8%	1998-99  0.7% 13.6% 14.3% 14.6% 12.9% 15.8% 9.0%  ict Percent: 1998-99  22.0% 17.4% 13.2% 11.4% 11.9%	1999-00  1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 9.8%  22.2% 17.8% 12.8% 11.7% 9.0%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2% 10.7%  2000-01 25.5% 15.0% 14.2% 10.9% 8.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	6 68 85 71 102 92 74 39 41.1	997-98 1 6 79 76 76 87 104 83 45 41.3  Dist 997-98 1 142 108 102 70	998-99 4 77 81 83 73 109 90 51 41.7  rict Coun 152 120 91 79	7 68 83 85 65 102 97 55 42.0 tts 156 125 90 82	4 73 83 84 72 100 99 62 42.3 2000-01 193 114 108 83	1.1% 12.7% 15.8% 13.2% 19.0% 17.1% 13.8% 7.3%  1996-97 19.2% 18.1% 14.2% 11.3%	1997-98 1.1% 14.2% 13.7% 13.7% 15.6% 18.7% 14.9% 8.1%  Distr 1997-98 21.6% 16.4% 15.5% 10.6%	1998-99  0.7% 13.6% 14.3% 14.6% 12.9% 19.2% 15.8% 9.0%  ict Percent: 1998-99  22.0% 17.4% 13.2% 11.4%	1999-00  1.2% 12.1% 14.8% 15.1% 11.6% 18.1% 17.3% 9.8%  1999-00  22.2% 17.8% 12.8% 11.7%	0.7% 12.7% 14.4% 14.6% 12.5% 17.3% 17.2% 10.7%  2000-01 25.5% 15.0% 14.2% 10.9%

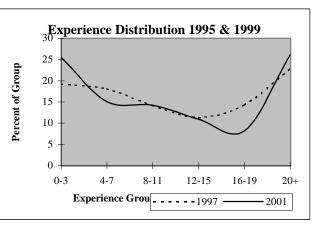
		Dis	trict Cour	nts		District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	41	35	57	48	-	5.7%	4.6%	7.1%	5.8%	-
Attrition from Transfers	6	7	2	3	-	0.8%	0.9%	0.2%	0.4%	-
Attrition from Exits	35	28	55	45	-	4.8%	3.7%	6.8%	5.4%	-
Teacher Attrition	39	30	52	39	-	6.3%	4.6%	7.5%	5.6%	-
Attrition from Transfers	5	5	2	2	-	0.8%	0.8%	0.3%	0.3%	-
Attrition from Exits	34	25	50	37	-	5.5%	3.8%	7.2%	5.3%	-
District Retention										
<b>Educator Retention</b>	682	732	751	781	-	94.3%	95.4%	92.9%	94.2%	-
Teacher Retention	581	628	639	663	-	93.7%	95.4%	92.5%	94.4%	-

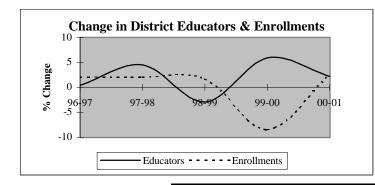
Teacher Retention	D	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	80.5%	3.8%	15.7%				
1 Year of Experience	91.6%	0.6%	7.8%				
2 Years of Experience	92.9%	0.6%	6.5%				
3 Years of Experience	90.1%	0.6%	9.3%				
4 Years of Experience	92.8%	2.0%	5.2%				
5 Years of Experience	94.8%	1.5%	3.7%				

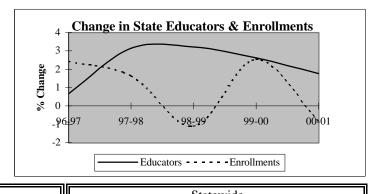
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	7.0%	10.7%	13.8%	15.1%	16.5%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	4.5%	7.6%	9.6%	7.8%	7.2%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.4%	1.7%	1.9%	1.4%	1.7%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	88.5%	87.9%	89.6%	90.0%	88.5%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.4%	0.1%	0.5%	0.1%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	10.1%	10.0%	8.4%	8.1%	9.7%		8.6%	9.3%	9.4%	11.0%	10.3%	









	District					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	'S		·	·			·				
Student to Educator Ratio	19.3	18.8	19.7	17.0	17.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	22.1	21.6	22.8	19.9	20.1	19.2	18.8	18.1	18.0	17.6	
Change in Educators	10	118	-81	157	62	-	-	-	-	-	
% Change in Educators	0.4%	4.5%	-3.0%	5.9%	2.2%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	969	1,036	841	-4,434	1,242	-	-	-	-	-	
% Change in Enrollment:	2.0%	2.1%	1.6%	-8.5%	2.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.5%	0.5%	0.4%	0.4%	4.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	3.0%	3.0%	3.1%	2.8%	2.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.8%	9.8%	10.4%	11.5%	12.0%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	16.5%	16.3%	15.6%	15.9%	16.3%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	21.3%	20.0%	19.2%	20.0%	22.5%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	48.7%	51.8%	53.1%	51.3%	53.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.0	42.4	42.5	42.9	43.0	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.7	11.9	11.9	11.9	11.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	36,208	37,222	39,217	40,965	40,987	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	15.8%	15.4%	14.8%	14.9%	15.4%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	84.0%	84.2%	83.1%	82.9%	82.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.5%	9.3%	9.0%	10.0%	10.0%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	24.0%	na	27.7%	23.7%	26.1%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.1%	1.6%	1.2%	1.0%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%	
Б										1	

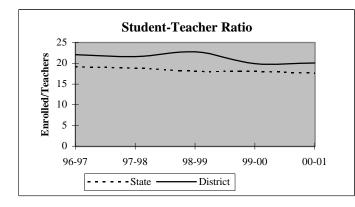
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	2,615	2,733	2,652	2,809	2,871		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	2,296	2,467	2,338	2,526	2,545		87.8%	90.3%	88.2%	89.9%	88.6%
Newly Hired	319	266	314	283	326		12.2%	9.7%	11.8%	10.1%	11.4%
Transfers In	27	28	22	18	20		8.5%	10.5%	7.0%	6.4%	6.1%
Reentrants	128	101	132	108	133		40.1%	38.0%	42.0%	38.2%	40.8%
First Time Educators	164	137	160	157	173		51.4%	51.5%	51.0%	55.5%	53.1%
Total Exiting Next Year	148	395	126	264	-		5.7%	14.5%	4.8%	9.4%	-
Transfers Out	17	11	10	22	-		11.5%	2.8%	7.9%	8.3%	-
Leave Tennessee Educ.	131	384	116	242	-		88.5%	97.2%	92.1%	91.7%	-

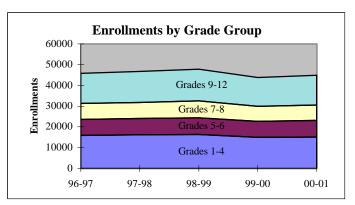
Dynamics Rates	District Rates							
District Attrition	5.7%	14.5%	4.8%	9.4%	-			
Transfers In/Out	1.59	2.55	2.20	0.82	-			

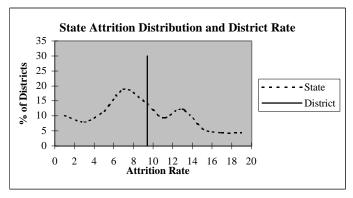
### District Report for: SHELBY COUNTY

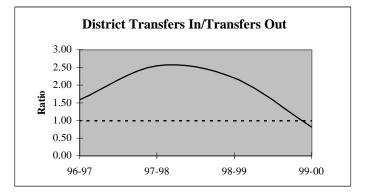
		Dis	trict Coun	ıts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	2,615	2,733	2,652	2,809	2,871	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	78	83	81	78	83	3.0%	3.0%	3.1%	2.8%	2.9%		
Professional Staff	255	269	276	323	345	9.8%	9.8%	10.4%	11.5%	12.0%		
Total Teachers	2,282	2,381	2,295	2,408	2,443	87.3%	87.1%	86.5%	85.7%	85.1%		
Special Education	193	221	206	240	244	8.5%	9.3%	9.0%	10.0%	10.0%		
Pre-K & Kindergarten	165	165	158	159	163	7.2%	6.9%	6.9%	6.6%	6.7%		
Elementary (1-4)	821	819	818	833	840	36.0%	34.4%	35.6%	34.6%	34.4%		
Middle School (5-6)	267	264	262	281	289	11.7%	11.1%	11.4%	11.7%	11.8%		
Jr. High (7-8)	245	246	249	248	250	10.7%	10.3%	10.8%	10.3%	10.2%		
High School (9-12)	591	666	602	647	657	25.9%	28.0%	26.2%	26.9%	26.9%		
Business	21	27	28	18	26	3.6%	4.1%	4.7%	2.8%	4.0%		
Language Arts	91	97	103	83	110	15.4%	14.6%	17.1%	12.8%	16.7%		
Social Studies	76	82	87	73	92	12.9%	12.3%	14.5%	11.3%	14.0%		
Foreign Language	44	47	54	44	58	7.4%	7.1%	9.0%	6.8%	8.8%		
Mathematics	84	83	86	71	101	14.2%	12.5%	14.3%	11.0%	15.4%		
Science	79	87	84	66	92	13.4%	13.1%	14.0%	10.2%	14.0%		
Vocational Education	76	77	71	69	75	12.9%	11.6%	11.8%	10.7%	11.4%		
Other High School	120	166	89	223	103	20.3%	24.9%	14.8%	34.5%	15.7%		
Total Enrollments	50.402	51 //38	52 279	17 815	49 O87	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	50,402	51,438	52,279	47,845	49,087	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	3,931	3,916	3,952	3,525	3,644	7.8%	7.6%	7.6%	7.4%	7.4%
Grades 1-4	15,815	16,170	16,373	15,025	15,113	31.4%	31.4%	31.3%	31.4%	30.8%
Grades 5-6	7,807	7,841	8,058	7,597	7,947	15.5%	15.2%	15.4%	15.9%	16.2%
Grades 7-8	7,677	7,723	8,052	7,371	7,555	15.2%	15.0%	15.4%	15.4%	15.4%
Grades 9-12	14,536	14,987	15,386	13,849	14,320	28.8%	29.1%	29.4%	28.9%	29.2%
Ungraded	636	801	458	478	508	1.3%	1.6%	0.9%	1.0%	1.0%









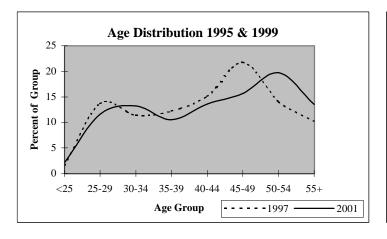
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u>.                                    </u>		<u> </u>		<u> </u>		<u> </u>	<u> </u>		
Administrative	75	80	78	75	80	3.0%	3.1%	3.1%	2.9%	3.0%
White - Females	30	33	34	30	31	40.0%	41.3%	43.6%	40.0%	38.8%
White - Males	29	31	29	30	31	38.7%	38.8%	37.2%	40.0%	38.8%
Black - Females	6	8	7	8	11	8.0%	10.0%	9.0%	10.7%	13.8%
Black - Males	10	8	8	7	7	13.3%	10.0%	10.3%	9.3%	8.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	241	251	258	305	325	9.8%	9.8%	10.4%	11.6%	12.1%
White - Females	165	171	181	210	231	68.5%	68.1%	70.2%	68.9%	71.1%
White - Males	26	23	22	26	25	10.8%	9.2%	8.5%	8.5%	7.7%
Black - Females	44	50	48	60	60	18.3%	19.9%	18.6%	19.7%	18.5%
Black - Males	6	7	7	9	9	2.5%	2.8%	2.7%	3.0%	2.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	2,149	2,241	2,146	2,249	2,289	87.2%	87.1%	86.5%	85.5%	85.0%
White - Females	1,539	1,617	1,539	1,615	1,636	71.6%	72.2%	71.7%	71.8%	71.5%
White - Males	270	278	289	300	300	12.6%	12.4%	13.5%	13.3%	13.1%
Black - Females	285	287	268	274	284	13.3%	12.8%	12.5%	12.2%	12.4%
Black - Males	50	53	43	47	55	2.3%	2.4%	2.0%	2.1%	2.4%
Other - Females	4	5	6	11	12	0.2%	0.2%	0.3%	0.5%	0.5%
Other - Males	1	1	1	2	2	0.0%	0.0%	0.0%	0.1%	0.1%
A Division		D'	C	,			D: /	: . D		
Age Distribution	1005.05		strict Cour		2000.01			ict Percent		2000.01
Teachers by Age Group	بسسط	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	31	1997-98	1998-99	1999-00 24	40	1.6%	1997-98 1.7%	1998-99 1.4%	1999-00	2.1%
Teachers by Age Group Up to 24 25-29	31 266	1997-98 33 254	1998-99 26 237	1999-00 24 233	40 217	1.6% 13.7%	1997-98 1.7% 12.8%	1998-99 1.4% 12.6%	1999-00 1.3% 12.2%	2.1% 11.6%
Teachers by Age Group Up to 24 25-29 30-34	31 266 222	1997-98 33 254 245	1998-99 26 237 238	1999-00 24 233 245	40 217 248	1.6% 13.7% 11.4%	1997-98 1.7% 12.8% 12.3%	1998-99 1.4% 12.6% 12.6%	1999-00 1.3% 12.2% 12.8%	2.1% 11.6% 13.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39	31 266 222 237	1997-98 33 254 245 239	1998-99 26 237 238 228	1999-00 24 233 245 224	40 217 248 197	1.6% 13.7% 11.4% 12.2%	1997-98 1.7% 12.8% 12.3% 12.0%	1998-99 1.4% 12.6% 12.6% 12.1%	1999-00 1.3% 12.2% 12.8% 11.7%	2.1% 11.6% 13.2% 10.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	31 266 222 237 293	33 254 245 239 274	1998-99 26 237 238 228 255	24 233 245 224 251	40 217 248 197 255	1.6% 13.7% 11.4% 12.2% 15.1%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8%	1998-99 1.4% 12.6% 12.6% 12.1% 13.5%	1999-00 1.3% 12.2% 12.8% 11.7% 13.1%	2.1% 11.6% 13.2% 10.5% 13.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	31 266 222 237 293 422	33 254 245 239 274 405	26 237 238 228 255 359	24 233 245 224 251 344	40 217 248 197 255 294	1.6% 13.7% 11.4% 12.2% 15.1% 21.7%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4%	1998-99 1.4% 12.6% 12.6% 12.1% 13.5% 19.0%	1999-00 1.3% 12.2% 12.8% 11.7% 13.1% 17.9%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	31 266 222 237 293 422 274	33 254 245 239 274 405 310	26 237 238 228 255 359 337	24 233 245 224 251 344 367	40 217 248 197 255 294 370	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6%	1998-99 1.4% 12.6% 12.6% 12.1% 13.5% 19.0% 17.8%	1999-00 1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	31 266 222 237 293 422	33 254 245 239 274 405	26 237 238 228 255 359	24 233 245 224 251 344	40 217 248 197 255 294	1.6% 13.7% 11.4% 12.2% 15.1% 21.7%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4%	1998-99 1.4% 12.6% 12.6% 12.1% 13.5% 19.0%	1999-00 1.3% 12.2% 12.8% 11.7% 13.1% 17.9%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	31 266 222 237 293 422 274	33 254 245 239 274 405 310	26 237 238 228 255 359 337	24 233 245 224 251 344 367	40 217 248 197 255 294 370	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6%	1998-99 1.4% 12.6% 12.6% 12.1% 13.5% 19.0% 17.8%	1999-00 1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	31 266 222 237 293 422 274 198	33 254 245 239 274 405 310 229	26 237 238 228 255 359 337 208	24 233 245 224 251 344 367 229	40 217 248 197 255 294 370 254	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6%	1998-99 1.4% 12.6% 12.6% 12.1% 13.5% 19.0% 17.8%	1999-00 1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	31 266 222 237 293 422 274 198	33 254 245 239 274 405 310 229	26 237 238 228 255 359 337 208	24 233 245 224 251 344 367 229	40 217 248 197 255 294 370 254	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6%	1998-99 1.4% 12.6% 12.6% 12.1% 13.5% 19.0% 17.8%	1999-00 1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	31 266 222 237 293 422 274 198	33 254 245 239 274 405 310 229 42.4	26 237 238 228 255 359 337 208	24 233 245 224 251 344 367 229 42.9	40 217 248 197 255 294 370 254	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6% 11.5%	1998-99 1.4% 12.6% 12.6% 12.1% 13.5% 19.0% 17.8%	1999-00 1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1% 11.9%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	31 266 222 237 293 422 274 198 42.0	1997-98 33 254 245 239 274 405 310 229 42.4	26 237 238 228 255 359 337 208 42.5	24 233 245 224 251 344 367 229 42.9	40 217 248 197 255 294 370 254 43.0	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1% 10.2%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6% 11.5%	1998-99 1.4% 12.6% 12.1% 13.5% 19.0% 17.8% 11.0%	1999-00 1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1% 11.9%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	31 266 222 237 293 422 274 198 42.0	1997-98 33 254 245 239 274 405 310 229 42.4 Dis	26 237 238 228 255 359 337 208 42.5	1999-00 24 233 245 224 251 344 367 229 42.9	40 217 248 197 255 294 370 254 43.0	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1% 10.2%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6% 11.5% Distr	1998-99 1.4% 12.6% 12.1% 13.5% 19.0% 17.8% 11.0% ict Percent:	1999-00  1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1% 11.9%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	31 266 222 237 293 422 274 198 42.0	1997-98 33 254 245 239 274 405 310 229 42.4 Dis 1997-98	26 237 238 228 255 359 337 208 42.5 strict Cour 1998-99	1999-00 24 233 245 224 251 344 367 229 42.9	40 217 248 197 255 294 370 254 43.0	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1% 10.2%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6% 11.5% Distr 1997-98 23.1%	1998-99  1.4% 12.6% 12.1% 13.5% 19.0% 17.8% 11.0%  ict Percent: 1998-99 23.2%	1999-00  1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1% 11.9%  11.9%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7% 13.5% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	31 266 222 237 293 422 274 198 42.0	1997-98 33 254 245 239 274 405 310 229 42.4 Dis 1997-98 398	26 237 238 228 255 359 337 208 42.5 strict Cour 1998-99 532 390	1999-00 24 233 245 224 251 344 367 229 42.9 nts 1999-00 575 402	40 217 248 197 255 294 370 254 43.0	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1% 10.2%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6% 11.5%  Distr 1997-98 23.1% 16.7%	1998-99  1.4% 12.6% 12.6% 12.1% 13.5% 19.0% 17.8% 11.0%  ict Percent: 1998-99  23.2% 17.0%	1999-00  1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1% 11.9%  11.9%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7% 13.5%  2000-01 24.5% 17.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	31 266 222 237 293 422 274 198 42.0 1996-97 542 369 313	1997-98 33 254 245 239 274 405 310 229 42.4 Dis 1997-98 549 398 311	26 237 238 228 255 359 337 208 42.5 strict Cour 1998-99 532 390 282	1999-00 24 233 245 224 251 344 367 229 42.9 nts 1999-00 575 402 310	40 217 248 197 255 294 370 254 43.0 2000-01 599 421 305	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1% 10.2%  1996-97  23.8% 16.2% 13.7%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6% 11.5% Distr 1997-98 23.1% 16.7% 13.1%	1998-99  1.4% 12.6% 12.6% 12.1% 13.5% 19.0% 17.8% 11.0%  ict Percent: 1998-99  23.2% 17.0% 12.3%	1999-00  1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1% 11.9%  11.9%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7% 13.5%  2000-01 24.5% 17.2% 12.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	31 266 222 237 293 422 274 198 42.0 1996-97 542 369 313 304	1997-98 33 254 245 239 274 405 310 229 42.4 Dis 1997-98 398 311 318	26 237 238 228 255 359 337 208 42.5 strict Cour 1998-99 532 390 282 306	1999-00 24 233 245 224 251 344 367 229 42.9 hts 1999-00 575 402 310 307	40 217 248 197 255 294 370 254 43.0 2000-01 599 421 305 276	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1% 10.2%  1996-97 23.8% 16.2% 13.7% 13.3%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6% 11.5% Distr 1997-98 23.1% 16.7% 13.1% 13.4%	1998-99  1.4% 12.6% 12.6% 12.1% 13.5% 19.0% 17.8% 11.0%  ict Percent: 1998-99  23.2% 17.0% 12.3% 13.3%	1999-00  1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1% 11.9%  11.9%  12.8%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7% 13.5%  2000-01  24.5% 17.2% 12.5% 11.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	31 266 222 237 293 422 274 198 42.0 1996-97 542 369 313	1997-98 33 254 245 239 274 405 310 229 42.4 Dis 1997-98 549 398 311	26 237 238 228 255 359 337 208 42.5 strict Cour 1998-99 532 390 282	1999-00 24 233 245 224 251 344 367 229 42.9 nts 1999-00 575 402 310	40 217 248 197 255 294 370 254 43.0 2000-01 599 421 305	1.6% 13.7% 11.4% 12.2% 15.1% 21.7% 14.1% 10.2%  1996-97  23.8% 16.2% 13.7%	1997-98 1.7% 12.8% 12.3% 12.0% 13.8% 20.4% 15.6% 11.5% Distr 1997-98 23.1% 16.7% 13.1%	1998-99  1.4% 12.6% 12.6% 12.1% 13.5% 19.0% 17.8% 11.0%  ict Percent: 1998-99  23.2% 17.0% 12.3%	1999-00  1.3% 12.2% 12.8% 11.7% 13.1% 17.9% 19.1% 11.9%  11.9%	2.1% 11.6% 13.2% 10.5% 13.6% 15.7% 19.7% 13.5%  2000-01 24.5% 17.2% 12.5%

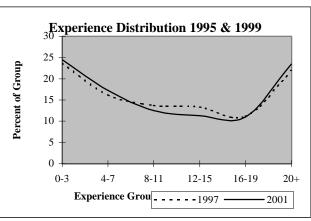
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	148	395	126	264	-		5.7%	14.5%	4.8%	9.4%	-		
Attrition from Transfers	17	11	10	22	-	,,	0.7%	0.4%	0.4%	0.8%	-		
Attrition from Exits	131	384	116	242	-		5.0%	14.1%	4.4%	8.6%	-		
Teacher Attrition	130	365	109	237	-		5.7%	15.3%	4.7%	9.8%	-		
Attrition from Transfers	15	11	8	22	-		0.7%	0.5%	0.3%	0.9%	-		
Attrition from Exits	115	354	101	215	-		5.0%	14.9%	4.4%	8.9%	-		
District Retention													
Educator Retention	2,467	2,338	2,526	2,545	-		94.3%	85.5%	95.2%	90.6%	-		
Teacher Retention	2,152	2,016	2,186	2,171	-		94.3%	84.7%	95.3%	90.2%	-		

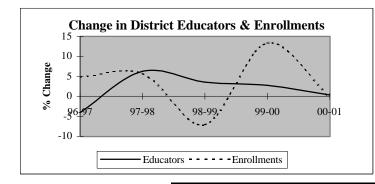
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	81.7%	1.1%	17.2%
1 Year of Experience	83.8%	1.2%	15.0%
2 Years of Experience	85.7%	1.1%	13.2%
3 Years of Experience	86.9%	1.3%	11.7%
4 Years of Experience	83.2%	0.9%	15.9%
5 Years of Experience	84.6%	0.4%	15.0%

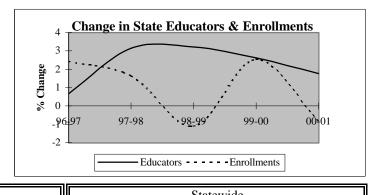
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	11.0%	15.3%	18.3%	19.8%	19.2%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.4%	10.0%	11.9%	10.9%	9.5%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.9%	1.5%	1.3%	1.0%	0.8%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	86.5%	89.3%	87.6%	88.9%	88.4%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.2%	0.1%	0.0%	0.4%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	11.5%	9.0%	11.1%	9.7%	10.8%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S	·	·	·							
Student to Educator Ratio	18.5	18.4	16.5	18.2	18.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	21.1	21.0	18.7	20.6	20.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-274	408	246	197	25	-	-	-	-	-	
% Change in Educators	-4.0%	6.3%	3.6%	2.8%	0.3%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	5,450	6,842	-9,005	15,741	-290	-	-	-	-	-	
% Change in Enrollment:	4.8%	5.7%	-7.1%	13.4%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.3%	0.4%	0.4%	0.3%	6.2%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.5%	4.3%	4.1%	4.1%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.1%	8.0%	7.9%	7.5%	7.6%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	49.6%	50.0%	51.1%	54.8%	56.4%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	67.7%	68.9%	69.9%	70.9%	74.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	47.6%	46.7%	47.1%	48.8%	48.7%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	45.4	45.8	46.1	45.0	45.3	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.9	14.8	14.7	13.0	13.2	13.8	13.7	13.7	13.4	13.3	
Average Salary	39,410	39,948	42,154	42,153	42,746	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	48.9%	49.4%	50.7%	54.6%	56.3%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	80.9%	80.7%	80.5%	79.5%	78.0%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	11.0%	11.0%	10.9%	10.4%	10.1%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	85.6%	na	87.7%	88.5%	89.7%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.6%	2.3%	2.2%	2.4%	2.1%	1.7%	1.6%	1.8%	1.8%	1.8%	
Б											

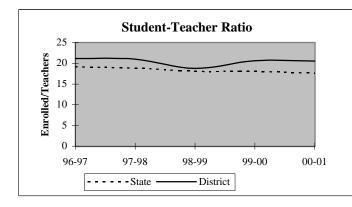
		District Counts						District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Total Workforce	6,493	6,901	7,147	7,344	7,369		100.0%	100.0%	100.0%	100.0%	100.0%		
Retained Educators	5,966	6,228	6,479	5,982	6,574		91.9%	90.2%	90.7%	81.5%	89.2%		
Newly Hired	527	673	668	1,362	795		8.1%	9.8%	9.3%	18.5%	10.8%		
Transfers In	5	37	18	30	20		0.9%	5.5%	2.7%	2.2%	2.5%		
Reentrants	206	234	257	383	319		39.1%	34.8%	38.5%	28.1%	40.1%		
First Time Educators	316	402	393	949	456		60.0%	59.7%	58.8%	69.7%	57.4%		
Total Exiting Next Year	265	422	1,165	770	=		4.1%	6.1%	16.3%	10.5%	-		
Transfers Out	31	39	24	17	-		11.7%	9.2%	2.1%	2.2%	-		
Leave Tennessee Educ.	234	383	1.141	753	_		88.3%	90.8%	97.9%	97.8%	_		

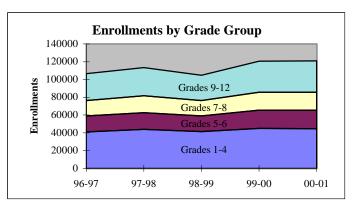
Dynamics Rates	District Rates							
District Attrition	4.1%	6.1%	16.3%	10.5%	-			
Transfers In/Out	0.16	0.95	0.75	1.76	-			

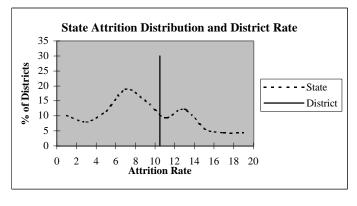
### District Report for: MEMPHIS

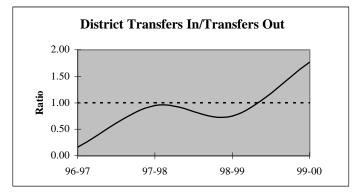
		Dis	strict Cou	nts		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	6,493	6,901	7,147	7,344	7,369	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	290	300	293	301	306	4.5%	4.3%	4.1%	4.1%	4.2%
Professional Staff	526	549	564	553	561	8.1%	8.0%	7.9%	7.5%	7.6%
Total Teachers	5,677	6,052	6,290	6,490	6,502	87.4%	87.7%	88.0%	88.4%	88.2%
Special Education	622	664	688	677	655	11.0%	11.0%	10.9%	10.4%	10.1%
Pre-K & Kindergarten	427	458	463	447	452	7.5%	7.6%	7.4%	6.9%	7.0%
Elementary (1-4)	2,010	2,157	2,236	2,360	2,435	35.4%	35.6%	35.5%	36.4%	37.5%
Middle School (5-6)	625	684	695	723	717	11.0%	11.3%	11.0%	11.1%	11.0%
Jr. High (7-8)	557	575	641	685	682	9.8%	9.5%	10.2%	10.6%	10.5%
High School (9-12)	1,436	1,514	1,567	1,598	1,561	25.3%	25.0%	24.9%	24.6%	24.0%
Business	31	24	29	21	27	2.2%	1.6%	1.9%	1.3%	1.7%
Language Arts	153	150	156	109	91	10.7%	9.9%	10.0%	6.8%	5.8%
Social Studies	108	107	118	78	82	7.5%	7.1%	7.5%	4.9%	5.3%
Foreign Language	72	70	77	62	63	5.0%	4.6%	4.9%	3.9%	4.0%
Mathematics	137	124	134	97	88	9.5%	8.2%	8.6%	6.1%	5.6%
Science	103	105	122	84	92	7.2%	6.9%	7.8%	5.3%	5.9%
Vocational Education	281	277	282	234	233	19.6%	18.3%	18.0%	14.6%	14.9%
Other High School	551	657	649	913	885	38.4%	43.4%	41.4%	57.1%	56.7%
Total Enrollments	120.048	126 800	117 995	133 626	133 336	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	120,048	126,890	117,885	133,626	133,336	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	10,685	10,635	10,333	10,073	9,765	8.9%	8.4%	8.8%	7.5%	7.3%
Grades 1-4	41,079	44,052	41,264	45,006	44,693	34.2%	34.7%	35.0%	33.7%	33.5%
Grades 5-6	17,850	18,608	17,803	20,452	20,795	14.9%	14.7%	15.1%	15.3%	15.6%
Grades 7-8	17,309	18,934	17,364	20,310	20,279	14.4%	14.9%	14.7%	15.2%	15.2%
Grades 9-12	30,154	31,757	28,346	34,641	34,994	25.1%	25.0%	24.0%	25.9%	26.2%
Ungraded	2,971	2,904	2,775	3,144	2,810	2.5%	2.3%	2.4%	2.4%	2.1%









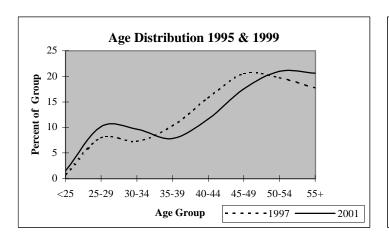
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender					<u></u>					
Administrative	279	289	282	285	292	4.7%	4.6%	4.4%	4.5%	4.7%
White - Females	43	41	39	42	36	15.4%	14.2%	13.8%	14.7%	12.3%
White - Males	47	49	46	41	40	16.8%	17.0%	16.3%	14.4%	13.7%
Black - Females	92	96	96	102	110	33.0%	33.2%	34.0%	35.8%	37.7%
Black - Males	97	103	101	100	106	34.8%	35.6%	35.8%	35.1%	36.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	488	504	516	501	507	8.2%	8.1%	8.1%	7.9%	8.1%
White - Females	226	240	245	228	228	46.3%	47.6%	47.5%	45.5%	45.0%
White - Males	37	38	39	35	38	7.6%	7.5%	7.6%	7.0%	7.5%
Black - Females	202	202	208	211	209	41.4%	40.1%	40.3%	42.1%	41.2%
Black - Males	23	24	23	27	32	4.7%	4.8%	4.5%	5.4%	6.3%
Other - Females	0	0	1	0	0	0.0%	0.0%	0.2%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	5,172	5,448	5,603	5,567	5,479	87.1%	87.3%	87.5%	87.6%	87.3%
White - Females	2,201	2,291	2,304	2,099	1,985	42.6%	42.1%	41.1%	37.7%	36.2%
White - Males	442	463	459	429	408	8.5%	8.5%	8.2%	7.7%	7.4%
Black - Females	2,032	2,179	2,303	2,434	2,492	39.3%	40.0%	41.1%	43.7%	45.5%
Black - Males	470	484	506	569	553	9.1%	8.9%	9.0%	10.2%	10.1%
Other - Females	21	24	25	29	33	0.4%	0.4%	0.4%	0.5%	0.6%
Other - Males	6	7	6	7	8	0.1%	0.1%	0.1%	0.1%	0.1%
Age Distribution		Dis	strict Cou	nts			Distr	ict Percent	ages	
Age Distribution Teachers by Age Group	1996-97		strict Cour		2000-01	1996-97		rict Percent		2000-01
Teachers by Age Group	- ا	1997-98	1998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	38	1997-98 55	1998-99 49	1999-00 75	69	0.8%	1997-98	1998-99	1999-00	1.5%
Teachers by Age Group Up to 24 25-29	38 381	1997-98 55 408	1998-99 49 399	1999-00 75 471	69 462	0.8% 7.9%	1997-98 1.1% 8.4%	1998-99 1.0% 8.1%	1999-00 1.6% 10.1%	1.5% 10.2%
Teachers by Age Group Up to 24 25-29 30-34	38 381 348	1997-98 55 408 352	1998-99 49 399 390	1999-00 75 471 434	69 462 438	0.8% 7.9% 7.3%	1.1% 8.4% 7.2%	1998-99 1.0% 8.1% 7.9%	1999-00 1.6% 10.1% 9.3%	1.5% 10.2% 9.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39	38 381 348 493	1997-98 55 408 352 449	1998-99 49 399 390 415	75 471 434 394	69 462 438 355	0.8% 7.9% 7.3% 10.3%	1997-98 1.1% 8.4% 7.2% 9.2%	1.0% 8.1% 7.9% 8.5%	1999-00 1.6% 10.1% 9.3% 8.4%	1.5% 10.2% 9.7% 7.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	38 381 348 493 759	1997-98 55 408 352 449 718	1998-99 49 399 390 415 679	75 471 434 394 594	69 462 438 355 530	0.8% 7.9% 7.3% 10.3% 15.8%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7%	1998-99 1.0% 8.1% 7.9% 8.5% 13.8%	1999-00 1.6% 10.1% 9.3% 8.4% 12.7%	1.5% 10.2% 9.7% 7.8% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	38 381 348 493 759 984	55 408 352 449 718 933	1998-99 49 399 390 415 679 911	75 471 434 394 594 857	69 462 438 355 530 796	0.8% 7.9% 7.3% 10.3% 15.8% 20.5%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1%	1998-99 1.0% 8.1% 7.9% 8.5% 13.8% 18.6%	1999-00 1.6% 10.1% 9.3% 8.4% 12.7% 18.3%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	38 381 348 493 759 984 946	55 408 352 449 718 933 992	49 399 390 415 679 911 1,009	75 471 434 394 594 857 968	69 462 438 355 530 796 953	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3%	1998-99 1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5%	1999-00 1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	38 381 348 493 759 984 946 851	55 408 352 449 718 933 992 973	49 399 390 415 679 911 1,009 1,059	75 471 434 394 594 857 968 893	69 462 438 355 530 796 953 935	0.8% 7.9% 7.3% 10.3% 15.8% 20.5%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1%	1998-99 1.0% 8.1% 7.9% 8.5% 13.8% 18.6%	1999-00 1.6% 10.1% 9.3% 8.4% 12.7% 18.3%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	38 381 348 493 759 984 946	55 408 352 449 718 933 992	49 399 390 415 679 911 1,009	75 471 434 394 594 857 968	69 462 438 355 530 796 953	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3%	1998-99 1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5%	1999-00 1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	38 381 348 493 759 984 946 851	55 408 352 449 718 933 992 973	49 399 390 415 679 911 1,009 1,059	75 471 434 394 594 857 968 893	69 462 438 355 530 796 953 935	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3%	1998-99 1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5%	1999-00 1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	38 381 348 493 759 984 946 851	55 408 352 449 718 933 992 973 45.8	49 399 390 415 679 911 1,009 1,059 46.1	75 471 434 394 594 857 968 893 45.0	69 462 438 355 530 796 953 935	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3% 19.9%	1998-99 1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5% 21.6%	1999-00 1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7% 19.1%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	38 381 348 493 759 984 946 851 45.4	1997-98 55 408 352 449 718 933 992 973 45.8	1998-99 49 399 390 415 679 911 1,009 1,059 46.1	75 471 434 394 594 857 968 893 45.0	69 462 438 355 530 796 953 935 45.3	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7% 17.7%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3% 19.9%	1998-99 1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5% 21.6%	1999-00 1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7% 19.1%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0% 20.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	38 381 348 493 759 984 946 851 45.4	1997-98 55 408 352 449 718 933 992 973 45.8 Dis	1998-99 49 399 390 415 679 911 1,009 1,059 46.1 strict Cour	1999-00 75 471 434 394 594 857 968 893 45.0	69 462 438 355 530 796 953 935 45.3	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7% 17.7%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3% 19.9% Distr	1998-99  1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5% 21.6%	1999-00 1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7% 19.1%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0% 20.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	38 381 348 493 759 984 946 851 45.4	1997-98 55 408 352 449 718 933 992 973 45.8 Dis 1997-98	1998-99 49 399 390 415 679 911 1,009 1,059 46.1 strict Cour 1998-99 1,407	1999-00 75 471 434 394 594 857 968 893 45.0 1999-00 1,911	69 462 438 355 530 796 953 935 45.3	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7% 17.7%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3% 19.9% Distr 1997-98 22.0%	1998-99 1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5% 21.6%  rict Percent 1998-99 22.4%	1999-00  1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7% 19.1%  ages 1999-00 29.4%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0% 20.6% 2000-01 28.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	38 381 348 493 759 984 946 851 45.4	1997-98 55 408 352 449 718 933 992 973 45.8 Dis 1997-98 1,330 721	1998-99 49 399 390 415 679 911 1,009 1,059 46.1 strict Cour 1998-99 1,407 828	1999-00 75 471 434 394 594 857 968 893 45.0 nts 1999-00 1,911 866	69 462 438 355 530 796 953 935 45.3 2000-01 1,850 896	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7% 17.7%  1996-97  19.8% 11.6%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3% 19.9% Distr 1997-98 22.0% 11.9%	1998-99  1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5% 21.6%  rict Percent 1998-99  22.4% 13.2%	1999-00  1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7% 19.1%  ages  1999-00  29.4% 13.3%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0% 20.6% 2000-01 28.5% 13.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	38 381 348 493 759 984 946 851 45.4	1997-98 55 408 352 449 718 933 992 973 45.8 Dis 1997-98 1,330 721 577	1998-99 49 399 390 415 679 911 1,009 1,059 46.1 strict Cour 1998-99 1,407 828 568	1999-00 75 471 434 394 594 857 968 893 45.0 1,911 866 515	69 462 438 355 530 796 953 935 45.3 2000-01 1,850 896 585	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7% 17.7%  1996-97  19.8% 11.6% 10.7%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3% 19.9% Distr 1997-98 22.0% 11.9% 9.5%	1998-99  1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5% 21.6%  rict Percent 1998-99  22.4% 13.2% 9.0%	1999-00  1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7% 19.1%  ages 1999-00 29.4% 13.3% 7.9%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0% 20.6% 20.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	38 381 348 493 759 984 946 851 45.4 1996-97 1,122 661 610 558	1997-98 55 408 352 449 718 933 992 973 45.8 Dis 1997-98 1,330 721 577 602	1998-99 49 399 390 415 679 911 1,009 1,059 46.1 strict Cour 1998-99 1,407 828 568 614	1999-00 75 471 434 394 594 857 968 893 45.0 1999-00 1,911 866 515 594	69 462 438 355 530 796 953 935 45.3 2000-01 1,850 896 585 576	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7% 17.7%  1996-97  19.8% 11.6% 9.8%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3% 19.9% Distr 1997-98 22.0% 11.9% 9.5% 9.9%	1998-99  1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5% 21.6%  rict Percent 1998-99  22.4% 13.2% 9.0% 9.8%	1999-00  1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7% 19.1%  ages 1999-00  29.4% 13.3% 7.9% 9.2%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0% 20.6% 20.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	38 381 348 493 759 984 946 851 45.4 1996-97 1,122 661 610 558 659	1997-98 55 408 352 449 718 933 992 973 45.8 Di: 1997-98 1,330 721 577 602 635	1998-99 49 399 390 415 679 911 1,009 1,059 46.1 strict Cour 1998-99 1,407 828 568 614 587	1999-00 75 471 434 394 594 857 968 893 45.0 1999-00 1,911 866 515 594 534	69 462 438 355 530 796 953 935 45.3 2000-01 1,850 896 585 576 524	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7% 17.7%  1996-97  19.8% 11.6% 9.8% 11.6%	1997-98  1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3% 19.9%  Distr 1997-98  22.0% 11.9% 9.5% 9.9% 10.5%	1998-99  1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5% 21.6%  rict Percent 1998-99  22.4% 13.2% 9.0% 9.8% 9.3%	1999-00  1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7% 19.1%  ages  1999-00  29.4% 13.3% 7.9% 9.2% 8.2%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0% 20.6% 20.6% 2000-01 28.5% 13.8% 9.0% 8.9% 8.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	38 381 348 493 759 984 946 851 45.4 1996-97 1,122 661 610 558	1997-98 55 408 352 449 718 933 992 973 45.8 Dis 1997-98 1,330 721 577 602	1998-99 49 399 390 415 679 911 1,009 1,059 46.1 strict Cour 1998-99 1,407 828 568 614	1999-00 75 471 434 394 594 857 968 893 45.0 1999-00 1,911 866 515 594	69 462 438 355 530 796 953 935 45.3 2000-01 1,850 896 585 576	0.8% 7.9% 7.3% 10.3% 15.8% 20.5% 19.7% 17.7%  1996-97  19.8% 11.6% 9.8%	1997-98 1.1% 8.4% 7.2% 9.2% 14.7% 19.1% 20.3% 19.9% Distr 1997-98 22.0% 11.9% 9.5% 9.9%	1998-99  1.0% 8.1% 7.9% 8.5% 13.8% 18.6% 20.5% 21.6%  rict Percent 1998-99  22.4% 13.2% 9.0% 9.8%	1999-00  1.6% 10.1% 9.3% 8.4% 12.7% 18.3% 20.7% 19.1%  ages 1999-00  29.4% 13.3% 7.9% 9.2%	1.5% 10.2% 9.7% 7.8% 11.7% 17.5% 21.0% 20.6% 20.6%

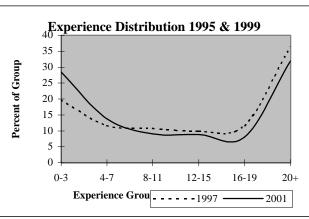
		District Counts					District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-	-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	265	422	1,165	770	-	4	.1%	6.1%	16.3%	10.5%	=
Attrition from Transfers	31	39	24	17	-	0	.5%	0.6%	0.3%	0.2%	-
Attrition from Exits	234	383	1,141	753	-	3.	.6%	5.5%	16.0%	10.3%	-
Teacher Attrition	245	375	1,043	693	-	4	.3%	6.2%	16.6%	10.7%	-
Attrition from Transfers	30	38	22	16	-	0	.5%	0.6%	0.3%	0.2%	-
Attrition from Exits	215	337	1,021	677	-	3	.8%	5.6%	16.2%	10.4%	-
District Retention											
Educator Retention	6,228	6,479	5,982	6,574	-	95	9%	93.9%	83.7%	89.5%	-
Teacher Retention	5,432	5,677	5,247	5,797	-	95	.7%	93.8%	83.4%	89.3%	-
	lī				7				1. 5		Ī
Teacher Retention		1.)1	etrict Rate	20		II		Statesing	de Rates		

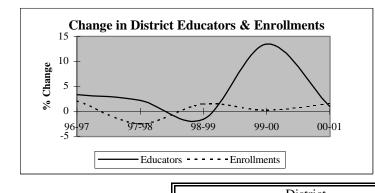
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	85.2%	0.9%	13.9%
1 Year of Experience	82.5%	1.3%	16.2%
2 Years of Experience	82.8%	1.2%	16.0%
3 Years of Experience	85.2%	0.9%	13.9%
4 Years of Experience	85.8%	1.1%	13.1%
5 Years of Experience	87.7%	0.8%	11.5%

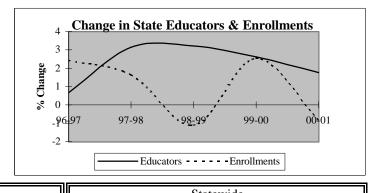
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	9.2%	12.8%	15.4%	23.3%	22.8%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	4.0%	5.9%	6.7%	5.8%	7.2%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.1%	0.9%	1.1%	0.6%	1.4%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	90.6%	89.7%	89.5%	80.7%	85.2%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.1%	0.0%	0.1%	0.1%	1.4%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	8.2%	9.3%	9.3%	18.6%	11.9%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S									<u> </u>	
Student to Educator Ratio	17.7	16.9	17.5	15.4	15.5	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	20.8	20.0	20.7	17.8	18.0	19.2	18.8	18.1	18.0	17.6	
Change in Educators	6	4	-3	25	2	-	-	-	-	-	
% Change in Educators	3.4%	2.2%	-1.6%	13.4%	0.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	69	-82	47	6	52	-	-	-	-	-	
% Change in Enrollment:	2.1%	-2.5%	1.5%	0.2%	1.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.5%	0.5%	1.1%	0.5%	8.5%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	6.5%	6.3%	6.5%	6.2%	6.1%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.1%	9.0%	9.1%	7.1%	7.5%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.0%	0.6%	0.5%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	25.0%	25.0%	25.0%	30.8%	38.5%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.2	41.5	41.4	41.0	41.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.6	12.6	12.7	12.0	12.1	13.8	13.7	13.7	13.4	13.3	
Average Salary	28,697	28,778	30,447	31,649	31,195	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.7%	0.6%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	78.5%	79.4%	79.6%	77.0%	78.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	6.3%	8.1%	8.9%	9.8%	9.2%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	3.3%	na	3.4%	3.4%	3.9%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.3%	1.4%	1.1%	1.0%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%	

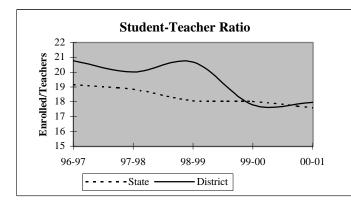
		Dis	strict Cour	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	185	189	186	211	213		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	165	169	170	183	196		89.2%	89.4%	91.4%	86.7%	92.0%
Newly Hired	20	20	16	28	17		10.8%	10.6%	8.6%	13.3%	8.0%
Transfers In	7	6	3	3	1		35.0%	30.0%	18.8%	10.7%	5.9%
Reentrants	6	4	3	10	6		30.0%	20.0%	18.8%	35.7%	35.3%
First Time Educators	7	10	10	15	10		35.0%	50.0%	62.5%	53.6%	58.8%
Total Exiting Next Year	16	19	3	15	-	I	8.6%	10.1%	1.6%	7.1%	-
Transfers Out	5	3	1	5	-		31.3%	15.8%	33.3%	33.3%	-
Leave Tennessee Educ.	11	16	2	10	-		68.8%	84.2%	66.7%	66.7%	-

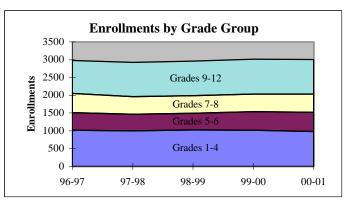
Dynamics Rates	District Rates								
District Attrition	8.6%	10.1%	1.6%	7.1%	-				
Transfers In/Out	1.40	2.00	3.00	0.60	-				

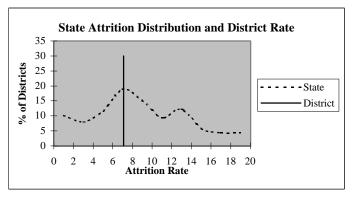
# District Report for: SMITH COUNTY

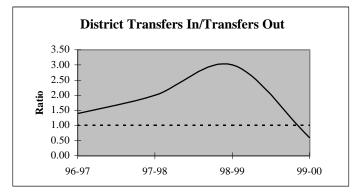
	District Counts District Percentages					•				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	185	189	186	211	213	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	12	12	12	13	13	6.5%	6.3%	6.5%	6.2%	6.1%
Professional Staff	15	17	17	15	16	8.1%	9.0%	9.1%	7.1%	7.5%
Total Teachers	158	160	157	183	184	85.4%	84.7%	84.4%	86.7%	86.4%
Special Education	10	13	14	18	17	6.3%	8.1%	8.9%	9.8%	9.2%
Pre-K & Kindergarten	11	11	12	12	13	7.0%	6.9%	7.6%	6.6%	7.1%
Elementary (1-4)	53	48	47	63	62	33.5%	30.0%	29.9%	34.4%	33.7%
Middle School (5-6)	20	20	20	20	21	12.7%	12.5%	12.7%	10.9%	11.4%
Jr. High (7-8)	14	14	16	17	19	8.9%	8.8%	10.2%	9.3%	10.3%
High School (9-12)	50	54	48	53	52	31.6%	33.8%	30.6%	29.0%	28.3%
Business	3	1	1	1	1	6.0%	1.9%	2.1%	1.9%	1.9%
Language Arts	7	7	7	7	8	14.0%	13.0%	14.6%	13.2%	15.4%
Social Studies	5	7	6	6	6	10.0%	13.0%	12.5%	11.3%	11.5%
Foreign Language	2	2	3	3	3	4.0%	3.7%	6.3%	5.7%	5.8%
Mathematics	7	6	7	8	7	14.0%	11.1%	14.6%	15.1%	13.5%
Science	5	4	4	6	6	10.0%	7.4%	8.3%	11.3%	11.5%
Vocational Education	6	6	7	8	8	12.0%	11.1%	14.6%	15.1%	15.4%
Other High School	15	21	13	14	13	30.0%	38.9%	27.1%	26.4%	25.0%
Total Enrollments	3,283	3,201	3,248	3,254	3,306	100.0%	100.0%	100.0%	100.0%	100.0%
D. I. 0 I/	252	226	245	210	251	7.70	7 40/	7.50/	C = 0/	7.70

Total Enrollments	3,283	3,201	3,248	3,254	3,306	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	252	236	245	210	254	7.7%	7.4%	7.5%	6.5%	7.7%
Grades 1-4	1,018	996	1,025	1,016	978	31.0%	31.1%	31.6%	31.2%	29.6%
Grades 5-6	496	471	472	527	545	15.1%	14.7%	14.5%	16.2%	16.5%
Grades 7-8	539	490	493	490	506	16.4%	15.3%	15.2%	15.1%	15.3%
Grades 9-12	927	963	973	979	979	28.2%	30.1%	30.0%	30.1%	29.6%
Ungraded	51	45	40	32	44	1.6%	1.4%	1.2%	1.0%	1.3%









District Percentages

District Counts

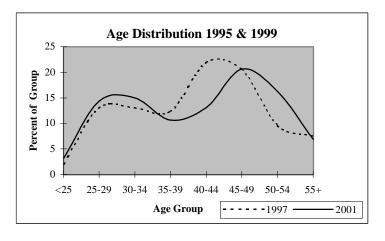
			net Coun				Disti	ict Percenta	4503	
Profile by	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						<u></u>				
Administrative	12	12	12	13	13	6.7%	6.6%	6.7%	6.4%	6.4%
White - Females	3	3	3	4	5	25.0%	25.0%	25.0%	30.8%	38.5%
White - Males	9	9	9	9	8	75.0%	75.0%	75.0%	69.2%	61.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	14	16	16	14	15	7.8%	8.7%	8.9%	6.9%	7.4%
White - Females	11	14	14	13	13	78.6%	87.5%	87.5%	92.9%	86.7%
White - Males	3	2	2	1	2	21.4%	12.5%	12.5%	7.1%	13.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	153	155	152	176	176	85.5%	84.7%	84.4%	86.7%	86.3%
White - Females	121	124	122	137	141	79.1%	80.0%	80.3%	77.8%	80.1%
White - Males	32	31	29	38	35	20.9%	20.0%	19.1%	21.6%	19.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	1	0	0.0%	0.0%	0.7%	0.6%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Aga Distribution		Diet	rict Cours	te	<del></del> 1		Diate	ict Paraant	a cac	
Age Distribution	1006 07 1		rict Coun		2000 01	1006.07		rict Percenta		2000.01
Teachers by Age Group		997-98 1	998-99	1999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	3	997-98 1	998-99	1999-00 2	5	2.1%	1997-98	1998-99	1999-00	3.1%
Teachers by Age Group Up to 24 25-29	3 19	997-98 1 4 16	998-99 1 4 17	3 24	5 23	2.1% 13.0%	1997-98 2.8% 11.0%	1998-99 2.8% 12.0%	1999-00 1.9% 14.9%	3.1% 14.4%
Teachers by Age Group Up to 24 25-29 30-34	3 19 19	997-98 1 4 16 20	998-99 4 17 19	3 24 22	5 23 24	2.1% 13.0% 13.0%	2.8% 11.0% 13.8%	1998-99 2.8% 12.0% 13.4%	1999-00 1.9% 14.9% 13.7%	3.1% 14.4% 15.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	3 19 19 18	997-98 1 4 16 20 19	998-99 4 17 19 14	3 24 22 18	5 23 24 17	2.1% 13.0% 13.0% 12.3%	1997-98 2.8% 11.0% 13.8% 13.1%	2.8% 12.0% 13.4% 9.9%	1999-00 1.9% 14.9% 13.7% 11.2%	3.1% 14.4% 15.0% 10.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	3 19 19 18 32	997-98 1 4 16 20 19 28	998-99 1 4 17 19 14 30	3 24 22 18 28	5 23 24 17 21	2.1% 13.0% 13.0% 12.3% 21.9%	2.8% 11.0% 13.8% 13.1% 19.3%	2.8% 12.0% 13.4% 9.9% 21.1%	1999-00 1.9% 14.9% 13.7% 11.2% 17.4%	3.1% 14.4% 15.0% 10.6% 13.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	3 19 19 18 32 30	997-98 1 4 16 20 19 28 30	998-99 4 17 19 14 30 26	3 24 22 18 28 31	5 23 24 17 21 33	2.1% 13.0% 13.0% 12.3% 21.9% 20.5%	2.8% 11.0% 13.8% 13.1% 19.3% 20.7%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3%	1999-00 1.9% 14.9% 13.7% 11.2% 17.4% 19.3%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	3 19 19 18 32 30 14	997-98 1 4 16 20 19 28 30 14	998-99 4 17 19 14 30 26 21	3 24 22 18 28 31 24	5 23 24 17 21 33 26	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6%	2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8%	1999-00 1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	3 19 19 18 32 30	997-98 1 4 16 20 19 28 30	998-99 4 17 19 14 30 26	3 24 22 18 28 31	5 23 24 17 21 33	2.1% 13.0% 13.0% 12.3% 21.9% 20.5%	2.8% 11.0% 13.8% 13.1% 19.3% 20.7%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3%	1999-00 1.9% 14.9% 13.7% 11.2% 17.4% 19.3%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	3 19 19 18 32 30 14	997-98 1 4 16 20 19 28 30 14	998-99 4 17 19 14 30 26 21	3 24 22 18 28 31 24	5 23 24 17 21 33 26	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6%	2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8%	1999-00 1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	3 19 19 18 32 30 14	997-98 1 4 16 20 19 28 30 14 14	998-99 4 17 19 14 30 26 21	3 24 22 18 28 31 24 11	5 23 24 17 21 33 26 11	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6%	2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8%	1999-00 1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	3 19 19 18 32 30 14	997-98 1 4 16 20 19 28 30 14 14 41.5	998-99 4 17 19 14 30 26 21 11 41.4	3 24 22 18 28 31 24 11 41.0	5 23 24 17 21 33 26 11 41.1	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6% 7.5%	2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8% 7.7%	1999-00 1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9% 6.8%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	3 19 19 18 32 30 14 11 41.2	997-98 1 4 16 20 19 28 30 14 14 41.5	998-99 4 17 19 14 30 26 21 11 41.4	3 24 22 18 28 31 24 11 41.0	5 23 24 17 21 33 26 11 41.1	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6% 7.5%	2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7% 9.7%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8% 7.7%	1999-00 1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9% 6.8%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3% 6.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	3 19 19 18 32 30 14 11 41.2	997-98 1 4 16 20 19 28 30 14 14 41.5	998-99 4 17 19 14 30 26 21 11 41.4	3 24 22 18 28 31 24 11 41.0	5 23 24 17 21 33 26 11 41.1	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6% 7.5%	1997-98 2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7% 9.7%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8% 7.7%	1999-00  1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9% 6.8%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3% 6.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	3 19 19 18 32 30 14 11 41.2	997-98 1 4 16 20 19 28 30 14 14 41.5 Distri-	998-99 4 17 19 14 30 26 21 11 41.4 rict Coun 998-99 3	3 24 22 18 28 31 24 11 41.0	5 23 24 17 21 33 26 11 41.1	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6% 7.5%	1997-98 2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7% 9.7% Distr 1997-98 21.3%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8% 7.7%	1999-00  1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9% 6.8%  ages 1999-00 23.5%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3% 6.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	3 19 19 18 32 30 14 11 41.2	997-98 1 4 16 20 19 28 30 14 14 41.5 Distr 997-98 1 34 30	998-99 4 17 19 14 30 26 21 11 41.4 rict Coun 998-99 3 31	3 24 22 18 28 31 24 11 41.0 ts	5 23 24 17 21 33 26 11 41.1	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6% 7.5%	1997-98 2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7% 9.7% Distr 1997-98 21.3% 18.8%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8% 7.7%  rict Percenta 1998-99 19.7% 19.1%	1999-00  1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9% 6.8%  1999-00  23.5% 18.6%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3% 6.9% 2000-01 24.5% 17.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	3 19 19 18 32 30 14 11 41.2	997-98 1 4 16 20 19 28 30 14 14 41.5 Distribution of the second of the secon	998-99 4 17 19 14 30 26 21 11 41.4 rict Coun 998-99 3 30 17	1999-00 2 3 24 22 18 28 31 24 11 41.0  ts 1999-00 2 43 34 24	5 23 24 17 21 33 26 11 41.1	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6% 7.5%	2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7% 9.7%  Distr 1997-98  21.3% 18.8% 8.1%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8% 7.7%  rict Percenta 1998-99 19.7% 19.1% 10.8%	1999-00  1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9% 6.8%  18.6% 13.1%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3% 6.9%  2000-01 24.5% 17.4% 14.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	3 19 19 18 32 30 14 11 41.2	997-98 1 4 16 20 19 28 30 14 14 41.5 Distr 997-98 1 34 30 13 17	998-99 4 17 19 14 30 26 21 11 41.4 rict Coun 998-99 3 31 30 17 16	1999-00 2 3 24 22 18 28 31 24 11 41.0 ts 1999-00 2 43 34 24 14	5 23 24 17 21 33 26 11 41.1	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6% 7.5%  1996-97 20.3% 18.4% 9.5% 9.5%	1997-98  2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7% 9.7%  21.3% 18.8% 8.1% 10.6%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8% 7.7%  rict Percenta 1998-99 19.7% 19.1% 10.8% 10.2%	1999-00  1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9% 6.8%  13.1% 7.7%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3% 6.9%  2000-01 24.5% 17.4% 14.7% 7.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	3 19 19 18 32 30 14 11 41.2	997-98 1 4 16 20 19 28 30 14 14 41.5 Distribution of the second of the secon	998-99 4 17 19 14 30 26 21 11 41.4 rict Coun 998-99 31 30 17 16 17	3 24 22 18 28 31 24 11 41.0 ts 1999-00 2 43 34 24 14 17	5 23 24 17 21 33 26 11 41.1 2000-01 45 32 27 14 12	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6% 7.5%  1996-97  20.3% 18.4% 9.5% 9.5% 14.6%	2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7% 9.7%  Distr 1997-98  21.3% 18.8% 8.1% 10.6% 13.1%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8% 7.7%  1998-99 19.7% 19.1% 10.8% 10.2% 10.8%	1999-00  1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9% 6.8%  13.1% 7.7% 9.3%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3% 6.9%  2000-01 24.5% 17.4% 14.7% 7.6% 6.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	3 19 19 18 32 30 14 11 41.2	997-98 1 4 16 20 19 28 30 14 14 41.5 Distr 997-98 1 34 30 13 17	998-99 4 17 19 14 30 26 21 11 41.4 rict Coun 998-99 3 31 30 17 16	1999-00 2 3 24 22 18 28 31 24 11 41.0 ts 1999-00 2 43 34 24 14	5 23 24 17 21 33 26 11 41.1	2.1% 13.0% 13.0% 12.3% 21.9% 20.5% 9.6% 7.5%  1996-97 20.3% 18.4% 9.5% 9.5%	1997-98  2.8% 11.0% 13.8% 13.1% 19.3% 20.7% 9.7% 9.7%  21.3% 18.8% 8.1% 10.6%	2.8% 12.0% 13.4% 9.9% 21.1% 18.3% 14.8% 7.7%  rict Percenta 1998-99 19.7% 19.1% 10.8% 10.2%	1999-00  1.9% 14.9% 13.7% 11.2% 17.4% 19.3% 14.9% 6.8%  13.1% 7.7%	3.1% 14.4% 15.0% 10.6% 13.1% 20.6% 16.3% 6.9%  2000-01 24.5% 17.4% 14.7% 7.6%

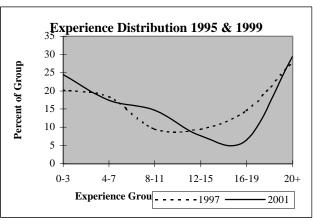
		Dis	trict Count	S		District Rates				
Attrition	1996-97 1	997-98	1998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	16	19	3	15	-	8.6%	10.1%	1.6%	7.1%	-
Attrition from Transfers	5	3	1	5	-	2.7%	1.6%	0.5%	2.4%	-
Attrition from Exits	11	16	2	10	-	5.9%	8.5%	1.1%	4.7%	-
Teacher Attrition	15	16	3	13	-	9.5%	10.0%	1.9%	7.1%	-
Attrition from Transfers	5	2	1	4	-	3.2%	1.3%	0.6%	2.2%	-
Attrition from Exits	10	14	2	9	-	6.3%	8.8%	1.3%	4.9%	-
District Retention										
<b>Educator Retention</b>	169	170	183	196	-	91.4%	89.9%	98.4%	92.9%	-
Teacher Retention	143	144	154	170	-	90.5%	90.0%	98.1%	92.9%	-

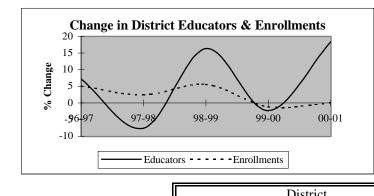
Teacher Retention	Di	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	88.2%	2.0%	9.8%				
1 Year of Experience	76.1%	8.7%	15.2%				
2 Years of Experience	87.2%	5.1%	7.7%				
3 Years of Experience	97.4%	2.6%	0.0%				
4 Years of Experience	95.2%	2.4%	2.4%				
5 Years of Experience	92.3%	0.0%	7.7%				

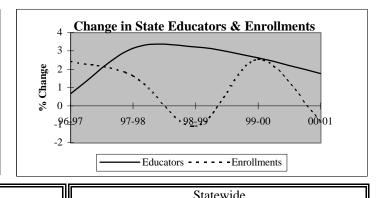
-			
	Statewic	de Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	11.7%	15.7%	20.7%	23.0%	25.8%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.1%	10.0%	14.4%	10.6%	11.5%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	0.0%	0.5%	0.5%	0.9%	0.0%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	93.0%	92.1%	92.5%	86.3%	92.0%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.9%	0.5%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	7.0%	7.4%	7.0%	11.8%	7.5%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide				
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									
Student to Educator Ratio	17.3	19.1	17.4	17.6	14.8	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	21.2	22.9	20.6	20.7	17.2	19.2	18.8	18.1	18.0	17.6
Change in Educators	8	-9	18	-3	23	-	-	-	-	-
% Change in Educators	7.2%	-7.6%	16.4%	-2.3%	18.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	99	49	117	-26	0	-	-	-	-	-
% Change in Enrollment:	5.1%	2.4%	5.6%	-1.2%	0.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	6.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	6.7%	5.5%	6.3%	5.6%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.8%	10.9%	9.4%	9.6%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.0%	0.0%	0.0%	0.0%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	37.5%	33.3%	50.0%	57.1%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	43.1	40.8	40.8	40.4	40.6	43.3	43.5	43.6	43.7	43.9
Average Experience	13.6	11.5	11.2	11.0	10.4	13.8	13.7	13.7	13.4	13.3
Average Salary	30,108	30,443	31,182	32,529	30,573	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.8%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	73.2%	71.7%	75.0%	77.4%	76.6%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.3%	10.9%	11.1%	12.3%	10.2%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.4%	na	1.6%	1.5%	2.0%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.0%	1.1%	1.1%	1.0%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%

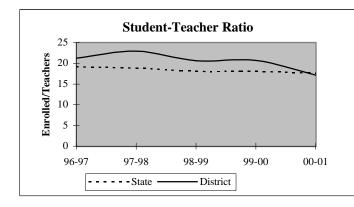
		Dis	trict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	119	110	128	125	148		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	103	93	103	108	123		86.6%	84.5%	80.5%	86.4%	83.1%
Newly Hired	16	17	25	17	25		13.4%	15.5%	19.5%	13.6%	16.9%
Transfers In	3	2	1	3	7		18.8%	11.8%	4.0%	17.6%	28.0%
Reentrants	7	1	10	1	9		43.8%	5.9%	40.0%	5.9%	36.0%
First Time Educators	6	14	14	13	9		37.5%	82.4%	56.0%	76.5%	36.0%
Total Exiting Next Year	26	7	20	2	-		21.8%	6.4%	15.6%	1.6%	-
Transfers Out	1	1	4	0	-		3.8%	14.3%	20.0%	0.0%	-
Leave Tennessee Educ.	25	6	16	2	-		96.2%	85.7%	80.0%	100.0%	-

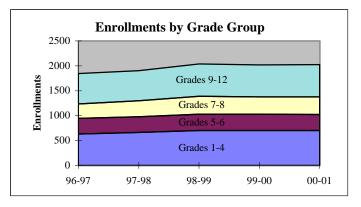
Dynamics Rates		District Rates							
District Attrition	21.8%	6.4%	15.6%	1.6%	-				
Transfers In/Out	3.00	2.00	0.25	nc	-				

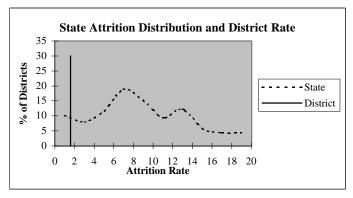
# District Report for: STEWART COUNTY

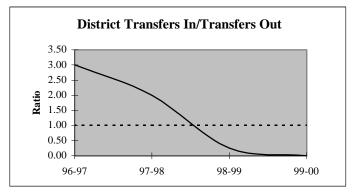
		District Counts					District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	119	110	128	125	148	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	8	6	8	7	6	6.7%	5.5%	6.3%	5.6%	4.1%	
Professional Staff	14	12	12	12	14	11.8%	10.9%	9.4%	9.6%	9.5%	
Total Teachers	97	92	108	106	128	81.5%	83.6%	84.4%	84.8%	86.5%	
Special Education	10	10	12	13	13	10.3%	10.9%	11.1%	12.3%	10.2%	
Pre-K & Kindergarten	6	7	8	6	10	6.2%	7.6%	7.4%	5.7%	7.8%	
Elementary (1-4)	37	35	40	43	46	38.1%	38.0%	37.0%	40.6%	35.9%	
Middle School (5-6)	10	8	11	6	13	10.3%	8.7%	10.2%	5.7%	10.2%	
Jr. High (7-8)	7	8	10	10	11	7.2%	8.7%	9.3%	9.4%	8.6%	
High School (9-12)	27	24	27	28	35	27.8%	26.1%	25.0%	26.4%	27.3%	
Business	0	1	1	0	1	0.0%	4.2%	3.7%	0.0%	2.9%	
Language Arts	2	3	4	4	5	7.4%	12.5%	14.8%	14.3%	14.3%	
Social Studies	1	2	2	1	4	3.7%	8.3%	7.4%	3.6%	11.4%	
Foreign Language	1	1	1	1	2	3.7%	4.2%	3.7%	3.6%	5.7%	
Mathematics	4	3	4	3	4	14.8%	12.5%	14.8%	10.7%	11.4%	
Science	4	4	3	4	4	14.8%	16.7%	11.1%	14.3%	11.4%	
Vocational Education	8	9	10	10	11	29.6%	37.5%	37.0%	35.7%	31.4%	
Other High School	7	1	2	5	4	25.9%	4.2%	7.4%	17.9%	11.4%	
Total Enrollments	2,056	2,105	2,222	2,196	2,196	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	2,056	2,105	2,222	2,196	2,196	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	186	178	164	160	153	9.0%	8.5%	7.4%	7.3%	7.0%
Grades 1-4	631	659	702	700	699	30.7%	31.3%	31.6%	31.9%	31.8%
Grades 5-6	311	315	327	328	326	15.1%	15.0%	14.7%	14.9%	14.8%
Grades 7-8	291	323	358	345	353	14.2%	15.3%	16.1%	15.7%	16.1%
Grades 9-12	614	606	648	642	645	29.9%	28.8%	29.2%	29.2%	29.4%
Ungraded	23	24	23	21	20	1.1%	1.1%	1.0%	1.0%	0.9%









		District Counts					District Percentages				
Profile by	1996-97				2000-01	1996-97	1997-98		1999-00	2000-01	
Known Race and Gender	<u> </u>										
Administrative	8	6	8	7	6	7.0%	5.7%	6.6%	5.9%	4.3%	
White - Females	3	2	4	4	3	37.5%	33.3%	50.0%	57.1%	50.0%	
White - Males	5	4	4	3	3	62.5%	66.7%	50.0%	42.9%	50.0%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	14	12	12	12	14	12.2%	11.4%	9.9%	10.1%	9.9%	
White - Females	11	9	10	9	10	78.6%	75.0%	83.3%	75.0%	71.4%	
White - Males	3	3	2	3	4	21.4%	25.0%	16.7%	25.0%	28.6%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	93	87	101	100	121	80.9%	82.9%	83.5%	84.0%	85.8%	
White - Females	70	64	78	78	93	75.3%	73.6%	77.2%	78.0%	76.9%	
White - Males	23	23	23	22	27	24.7%	26.4%	22.8%	22.0%	22.3%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Age Distribution			strict Cou			District Percentages					
Teachers by Age Group	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	1	1	6	4	5	1.1%	1.2%	6.5%	4.5%	4.9%	
25-29	11	14	11	16	16	12.6%	17.3%	11.8%	18.0%	15.7%	
30-34	10	11	13	12	14	11.5%	13.6%	14.0%	13.5%	13.7%	
35-39	11	11	12	11	14	12.6%	13.6%	12.9%	12.4%	13.7%	
40-45	8	10	10	9	9	9.2%	12.3%	10.8%	10.1%	8.8%	
45-49	26	18	23	18	14	29.9%	22.2%	24.7%	20.2%	13.7%	
50-54	7	10	13	13	21	8.0%	12.3%	14.0%	14.6%	20.6%	
55+	13	6	5	6	9	14.9%	7.4%	5.4%	6.7%	8.8%	
Average Age	43.1	40.8	40.8	40.4	40.6						
Experience Distribution		District Counts					Distr	rict Percent	ages	1	
Teachers by Experience	1996-97					1996-97	1997-98	1998-99	1999-00	2000-01	
0-3 Years	26	31	37	36	50	26.8%	33.7%	34.3%	34.0%	39.1%	
4-7 Years	11	13	17	18	23	11.3%	14.1%	15.7%	17.0%	18.0%	
8-11 Years	9	10	7	8	23 9	9.3%	10.9%	6.5%	7.5%	7.0%	
12-15 Years	7	4	10	10	8	7.2%	4.3%	9.3%	9.4%	6.3%	
16-19 Years	6	7	6	5	7	6.2%	7.6%	5.6%	4.7%	5.5%	
10-17 1 Cals	U	/	U	3	/	0.470	7.0%	5.0%	4./70	5.570	

20+ Years

Average Experience

29

11.0

31

10.4

39.2%

29.3%

28.7%

31

11.2

27

11.5

38

13.6

24.2%

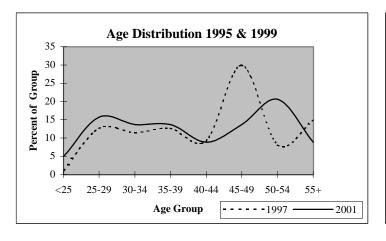
27.4%

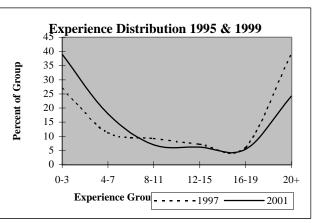
		Distr	ict Counts	<b>,</b>		District Rates				
Attrition	1996-97 19	97-98 19	998-99 19	999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	26	7	20	2	-	21.8%	6.4%	15.6%	1.6%	-
Attrition from Transfers	1	1	4	0	-	0.8%	0.9%	3.1%	0.0%	-
Attrition from Exits	25	6	16	2	-	21.0%	5.5%	12.5%	1.6%	-
Teacher Attrition	22	6	18	1	-	22.7%	6.5%	16.7%	0.9%	-
Attrition from Transfers	1	1	4	0	-	1.0%	1.1%	3.7%	0.0%	-
Attrition from Exits	21	5	14	1	-	21.6%	5.4%	13.0%	0.9%	-
District Retention										
<b>Educator Retention</b>	93	103	108	123	-	78.2%	93.6%	84.4%	98.4%	-
Teacher Retention	75	86	90	105	-	77.3%	93.5%	83.3%	99.1%	-
Teacher Retention		Dist	rict Rates				Statewid	le Rates		

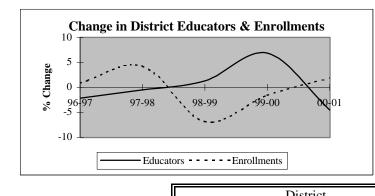
Teacher Retention	D:	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	75.8%	9.7%	14.5%
1 Year of Experience	89.5%	2.6%	7.9%
2 Years of Experience	90.3%	0.0%	9.7%
3 Years of Experience	91.3%	0.0%	8.7%
4 Years of Experience	88.9%	3.7%	7.4%
5 Years of Experience	94.4%	5.6%	0.0%

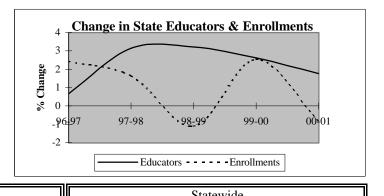
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	8.7%	20.0%	24.6%	26.4%	25.7%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	4.7%	14.0%	16.8%	15.2%	12.8%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.7%	0.9%	2.3%	0.8%	0.7%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	85.7%	85.5%	78.9%	88.0%	85.8%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	12.6%	13.6%	18.8%	11.2%	13.5%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	15.2	16.0	14.7	13.5	14.4	16.4		15.5	15.5	15.1
Student to Teacher Ratio	17.6	18.5	17.1	15.6	16.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	-21	-5	12	66	-47	-	-	-	-	-
% Change in Educators	-2.2%	-0.5%	1.3%	6.9%	-4.6%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	121	618	-1,041	-224	257	-	-	-	-	-
% Change in Enrollments	0.8%	4.3%	-6.9%	-1.6%	1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	0.2%	0.2%	0.3%	6.5%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.2%	5.2%	5.1%	5.1%	4.6%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	8.2%	8.7%	8.8%	8.4%	8.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.4%	0.4%	0.6%	0.6%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	24.0%	24.5%	22.4%	25.0%	26.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.6	45.9	46.2	46.3	45.7	43.3	43.5	43.6	43.7	43.9
Average Experience	16.8	16.8	16.8	16.5	15.8	13.8	13.7	13.7	13.4	13.3
Average Salary	34,781	35,156	36,671	36,922	36,470	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.5%	0.5%	0.7%	0.7%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	72.4%	73.1%	73.8%	73.8%	73.3%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.2%	9.7%	9.7%	9.9%	10.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	0.7%	na	0.8%	1.0%	0.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.8%	1.6%	1.5%	1.6%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%

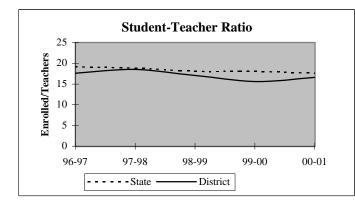
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	954	949	961	1,027	980		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	897	896	894	943	908		94.0%	94.4%	93.0%	91.8%	92.7%	
Newly Hired	57	53	67	84	72		6.0%	5.6%	7.0%	8.2%	7.3%	
Transfers In	7	6	8	7	9		12.3%	11.3%	11.9%	8.3%	12.5%	
Reentrants	25	19	29	33	28		43.9%	35.8%	43.3%	39.3%	38.9%	
First Time Educators	25	28	30	44	35		43.9%	52.8%	44.8%	52.4%	48.6%	
Total Exiting Next Year	58	55	18	119	-	I	6.1%	5.8%	1.9%	11.6%	-	
Transfers Out	6	0	2	8	-		10.3%	0.0%	11.1%	6.7%	-	
Leave Tennessee Educ.	52	55	16	111	-		89.7%	100.0%	88.9%	93.3%	-	

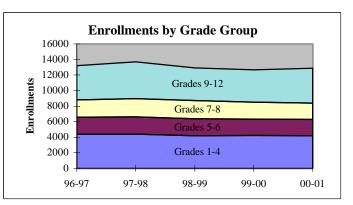
Dynamics Rates	District Rates								
District Attrition	6.1%	5.8%	1.9%	11.6%	-				
Transfers In/Out	1.17	nc	4.00	0.88	-				

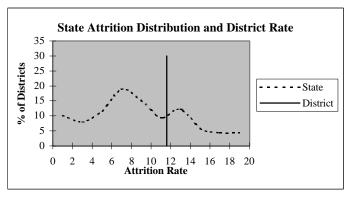
# District Report for: SULLIVAN COUNTY

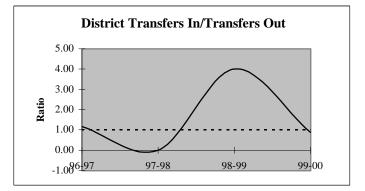
		District Counts					Distr	rict Percenta	ages	
Profile by Position	1996-97 1	997-98 1	.998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	954	949	961	1,027	980	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	50	49	49	52	45	5.2%	5.2%	5.1%	5.1%	4.6%
Professional Staff	78	83	85	86	81	8.2%	8.7%	8.8%	8.4%	8.3%
Total Teachers	826	817	827	889	854	86.6%	86.1%	86.1%	86.6%	87.1%
Special Education	76	79	80	88	91	9.2%	9.7%	9.7%	9.9%	10.7%
Pre-K & Kindergarten	52	52	54	55	53	6.3%	6.4%	6.5%	6.2%	6.2%
Elementary (1-4)	281	283	286	311	296	34.0%	34.6%	34.6%	35.0%	34.7%
Middle School (5-6)	93	84	90	96	96	11.3%	10.3%	10.9%	10.8%	11.2%
Jr. High (7-8)	86	87	91	92	86	10.4%	10.6%	11.0%	10.3%	10.1%
High School (9-12)	238	232	226	247	232	28.8%	28.4%	27.3%	27.8%	27.2%
Business	14	14	13	16	12	5.9%	6.0%	5.8%	6.5%	5.2%
Language Arts	29	29	28	34	33	12.2%	12.5%	12.4%	13.8%	14.2%
Social Studies	29	23	23	27	24	12.2%	9.9%	10.2%	10.9%	10.3%
Foreign Language	12	11	12	13	11	5.0%	4.7%	5.3%	5.3%	4.7%
Mathematics	26	26	29	32	29	10.9%	11.2%	12.8%	13.0%	12.5%
Science	28	27	28	29	21	11.8%	11.6%	12.4%	11.7%	9.1%
Vocational Education	48	47	43	51	42	20.2%	20.3%	19.0%	20.6%	18.1%
Other High School	52	55	50	45	60	21.8%	23.7%	22.1%	18.2%	25.9%

Total Enrollments	14,533	15,151	14,110	13,886	14,143	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,097	1,204	1,031	979	1,041	7.5%	7.9%	7.3%	7.1%	7.4%
Grades 1-4	4,389	4,414	4,208	4,251	4,185	30.2%	29.1%	29.8%	30.6%	29.6%
Grades 5-6	2,184	2,228	2,181	2,075	2,107	15.0%	14.7%	15.5%	14.9%	14.9%
Grades 7-8	2,236	2,311	2,330	2,179	2,115	15.4%	15.3%	16.5%	15.7%	15.0%
Grades 9-12	4,383	4,750	4,202	4,180	4,456	30.2%	31.4%	29.8%	30.1%	31.5%
Ungraded	244	244	158	222	239	1.7%	1.6%	1.1%	1.6%	1.7%









Profile by

1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98

District Percentages

1998-99

1999-00 2000-01

**District Counts** 

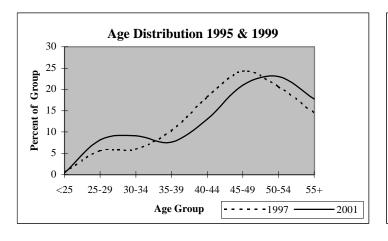
rioine by	10001	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1770 77	1777 00 1	2000-01	1770-77	1777 70	1770 77	1777-00	2000-01
Known Race and Gender										
Administrative	50	49	49	52	45	5.4%	5.3%	5.3%	5.3%	4.8%
White - Females	12	12	11	13	12	24.0%	24.5%	22.4%	25.0%	26.7%
White - Males	38	37	38	39	33	76.0%	75.5%	77.6%	75.0%	73.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	76	79	80	81	76	8.1%	8.5%	8.6%	8.2%	8.1%
White - Females	66	69	70	71	65	86.8%	87.3%	87.5%	87.7%	85.5%
White - Males	10	10	10	10	11	13.2%	12.7%	12.5%	12.3%	14.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	808	796	804	853	816	86.5%	86.1%	86.2%	86.5%	87.1%
White - Females	588	587	598	640	609	72.8%	73.7%	74.4%	75.0%	74.6%
White - Males	216	205	200	207	201	26.7%	25.8%	24.9%	24.3%	24.6%
Black - Females	1	1	2	2	2	0.1%	0.1%	0.2%	0.2%	0.2%
Black - Males	0	1	1	1	1	0.0%	0.1%	0.1%	0.1%	0.1%
Other - Females	3	2	2	2	2	0.4%	0.3%	0.2%	0.2%	0.2%
Other - Males	0	0	1	1	1	0.0%	0.0%	0.1%	0.1%	0.1%
Age Distribution		Dist	rict Cour	nts			Distr	rict Percent	ages	
Age Distribution Teachers by Age Group	1996-97 1			nts 1999-00	2000-01	1996-97	Distr	rict Percent	ages 1999-00	2000-01
Teachers by Age Group	1996-97 1				2000-01	الـــــــــــــــــــــــار	1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	4	997-98 1	1998-99	1999-00 <i>2</i>	3	0.5%	1997-98	1998-99	1999-00	0.4%
Teachers by Age Group Up to 24 25-29	4 44	997-98 1 3 42	1998-99 4 42	1999-00 7 52	3 60	0.5% 5.6%	1997-98 0.4% 5.5%	1998-99 0.5% 5.5%	1999-00 0.9% 6.6%	0.4% 8.1%
Teachers by Age Group Up to 24 25-29 30-34	4 44 47	997-98 1 3 42 57	4 42 54	1999-00 7 52 59	3 60 67	0.5% 5.6% 6.0%	1997-98 0.4% 5.5% 7.4%	1998-99 0.5% 5.5% 7.1%	1999-00 0.9% 6.6% 7.5%	0.4% 8.1% 9.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39	4 44 47 81	997-98 1 3 42 57 67	4 42 54 63	7 52 59 60	3 60 67 56	0.5% 5.6% 6.0% 10.3%	1997-98 0.4% 5.5% 7.4% 8.7%	1998-99 0.5% 5.5% 7.1% 8.3%	1999-00 0.9% 6.6% 7.5% 7.6%	0.4% 8.1% 9.1% 7.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	4 44 47 81 143	3 42 57 67 130	998-99 4 42 54 63 115	7 52 59 60 107	3 60 67 56 96	0.5% 5.6% 6.0% 10.3% 18.2%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9%	1998-99 0.5% 5.5% 7.1% 8.3% 15.2%	1999-00 0.9% 6.6% 7.5% 7.6% 13.6%	0.4% 8.1% 9.1% 7.6% 13.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	4 44 47 81 143 191	997-98 1 3 42 57 67 130 175	998-99 4 42 54 63 115 182	7 52 59 60 107 175	3 60 67 56 96 155	0.5% 5.6% 6.0% 10.3% 18.2% 24.3%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7%	1998-99 0.5% 5.5% 7.1% 8.3% 15.2% 24.0%	1999-00 0.9% 6.6% 7.5% 7.6% 13.6% 22.3%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 44 47 81 143 191 163	997-98 1 3 42 57 67 130 175 173	4 42 54 63 115 182 166	7 52 59 60 107 175 173	3 60 67 56 96 155 170	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5%	1998-99 0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9%	1999-00 0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 44 47 81 143 191 163 114	997-98 1 3 42 57 67 130 175 173 123	4 42 54 63 115 182 166 133	7 52 59 60 107 175 173 153	3 60 67 56 96 155 170	0.5% 5.6% 6.0% 10.3% 18.2% 24.3%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7%	1998-99 0.5% 5.5% 7.1% 8.3% 15.2% 24.0%	1999-00 0.9% 6.6% 7.5% 7.6% 13.6% 22.3%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 44 47 81 143 191 163	997-98 1 3 42 57 67 130 175 173	4 42 54 63 115 182 166	7 52 59 60 107 175 173	3 60 67 56 96 155 170	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5%	1998-99 0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9%	1999-00 0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	4 44 47 81 143 191 163 114	997-98 1 3 42 57 67 130 175 173 123 45.9	4 42 54 63 115 182 166 133 46.2	7 52 59 60 107 175 173 153 46.3	3 60 67 56 96 155 170	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5% 16.0%	1998-99 0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9% 17.5%	1999-00 0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0% 19.5%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	4 44 47 81 143 191 163 114 45.6	997-98 1 3 42 57 67 130 175 173 123 45.9	4 42 54 63 115 182 166 133 46.2	7 52 59 60 107 175 173 153 46.3	3 60 67 56 96 155 170 131 45.7	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7% 14.5%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5% 16.0%	1998-99 0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9% 17.5%	1999-00 0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0% 19.5%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0% 17.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	4 44 47 81 143 191 163 114 45.6	997-98 1 3 42 57 67 130 175 173 123 45.9 Dist	1998-99 4 42 54 63 115 182 166 133 46.2	7 52 59 60 107 175 173 153 46.3	3 60 67 56 96 155 170 131 45.7	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7% 14.5%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5% 16.0% Distr	1998-99  0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9% 17.5%	1999-00  0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0% 19.5%  ages 1999-00	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0% 17.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	4 44 47 81 143 191 163 114 45.6	997-98 1 3 42 57 67 130 175 173 123 45.9 Dist	4 42 54 63 115 182 166 133 46.2 rict Cour	7 52 59 60 107 175 173 153 46.3	3 60 67 56 96 155 170 131 45.7	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7% 14.5%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5% 16.0% Distr 1997-98 12.6%	1998-99  0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9% 17.5%  rict Percent 1998-99 12.9%	1999-00  0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0% 19.5%  ages 1999-00 16.3%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0% 17.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	4 44 47 81 143 191 163 114 45.6	997-98 1 3 42 57 67 130 175 173 123 45.9 Dist 997-98 1 103 77	1998-99 4 42 54 63 115 182 166 133 46.2 rict Cour 1998-99 7 85	7 52 59 60 107 175 173 153 46.3  ats  1999-00  145 97	3 60 67 56 96 155 170 131 45.7	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7% 14.5% 14.5%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5% 16.0% Distr 1997-98	1998-99  0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9% 17.5%  rict Percent 1998-99  12.9% 10.3%	1999-00  0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0% 19.5%  ages  1999-00  16.3% 10.9%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0% 17.8% 2000-01 18.3% 11.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	4 44 47 81 143 191 163 114 45.6	997-98 1 3 42 57 67 130 175 173 123 45.9 Dist 997-98 1 103 77 71	1998-99 4 42 54 63 115 182 166 133 46.2 rict Cour 1998-99 107 85 71	7 52 59 60 107 175 173 153 46.3  ats 1999-00 145 97 74	3 60 67 56 96 155 170 131 45.7	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7% 14.5% 14.5%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5% 16.0% Distr 1997-98 12.6% 9.4% 8.7%	1998-99  0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9% 17.5%  rict Percent 1998-99  12.9% 10.3% 8.6%	1999-00  0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0% 19.5%  ages 1999-00  16.3% 10.9% 8.3%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0% 17.8%  2000-01 18.3% 11.9% 8.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 44 47 81 143 191 163 114 45.6	997-98 1 3 42 57 67 130 175 173 123 45.9 Dist 997-98 1 103 77 71 74	1998-99 4 42 54 63 115 182 166 133 46.2  rict Cour 1998-99 107 85 71 76	7 52 59 60 107 175 173 153 46.3  tts  1999-00 1 145 97 74 67	3 60 67 56 96 155 170 131 45.7	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7% 14.5% 1996-97 12.6% 8.0% 8.1% 10.3%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5% 16.0% Distr 1997-98 12.6% 9.4% 8.7% 9.1%	1998-99  0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9% 17.5%  rict Percent 1998-99  12.9% 10.3% 8.6% 9.2%	1999-00  0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0% 19.5%  19.5%  16.3% 10.9% 8.3% 7.5%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0% 17.8% 2000-01 18.3% 11.9% 8.9% 7.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	4 44 47 81 143 191 163 114 45.6	997-98 1 3 42 57 67 130 175 173 123 45.9  Dist 997-98 1 103 77 71 74 111	1998-99 4 42 54 63 115 182 166 133 46.2 rict Cour 1998-99 7 85 71 76 100	7 52 59 60 107 175 173 153 46.3  ats  1999-00   145 97 74 67 100	3 60 67 56 96 155 170 131 45.7 2000-01 156 102 76 64 77	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7% 14.5% 1996-97 12.6% 8.0% 8.1% 10.3% 17.2%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5% 16.0% Distr 1997-98 12.6% 9.4% 8.7% 9.1% 13.6%	1998-99  0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9% 17.5%  12.9% 10.3% 8.6% 9.2% 12.1%	1999-00  0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0% 19.5%  19.5%  10.9% 8.3% 7.5% 11.2%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0% 17.8%  2000-01 18.3% 11.9% 8.9% 7.5% 9.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 44 47 81 143 191 163 114 45.6	997-98 1 3 42 57 67 130 175 173 123 45.9 Dist 997-98 1 103 77 71 74	1998-99 4 42 54 63 115 182 166 133 46.2  rict Cour 1998-99 107 85 71 76	7 52 59 60 107 175 173 153 46.3  tts  1999-00 1 145 97 74 67	3 60 67 56 96 155 170 131 45.7	0.5% 5.6% 6.0% 10.3% 18.2% 24.3% 20.7% 14.5% 1996-97 12.6% 8.0% 8.1% 10.3%	1997-98 0.4% 5.5% 7.4% 8.7% 16.9% 22.7% 22.5% 16.0% Distr 1997-98 12.6% 9.4% 8.7% 9.1%	1998-99  0.5% 5.5% 7.1% 8.3% 15.2% 24.0% 21.9% 17.5%  rict Percent 1998-99  12.9% 10.3% 8.6% 9.2%	1999-00  0.9% 6.6% 7.5% 7.6% 13.6% 22.3% 22.0% 19.5%  19.5%  16.3% 10.9% 8.3% 7.5%	0.4% 8.1% 9.1% 7.6% 13.0% 21.0% 23.0% 17.8% 2000-01 18.3% 11.9% 8.9% 7.5%

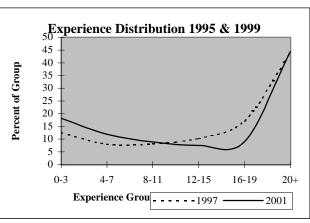
		Dis	trict Cour	nts		District Rates					
Attrition	1996-97	997-98	1998-99	1999-00	2000-01	199	96-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	58	55	18	119	-		6.1%	5.8%	1.9%	11.6%	=
Attrition from Transfers	6	0	2	8	-		0.6%	0.0%	0.2%	0.8%	-
Attrition from Exits	52	55	16	111	-		5.5%	5.8%	1.7%	10.8%	-
Teacher Attrition	47	51	17	97	-		5.7%	6.2%	2.1%	10.9%	-
Attrition from Transfers	5	0	2	7	-		0.6%	0.0%	0.2%	0.8%	-
Attrition from Exits	42	51	15	90	-		5.1%	6.2%	1.8%	10.1%	-
District Retention											
<b>Educator Retention</b>	896	894	943	908	-	9	93.9%	94.2%	98.1%	88.4%	-
Teacher Retention	779	766	810	792	-	9	94.3%	93.8%	97.9%	89.1%	-

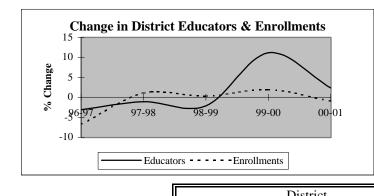
Teacher Retention	D:	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	86.6%	3.4%	10.1%
1 Year of Experience	94.4%	0.7%	4.9%
2 Years of Experience	90.8%	2.8%	6.4%
3 Years of Experience	87.9%	0.9%	11.2%
4 Years of Experience	93.5%	0.9%	5.6%
5 Years of Experience	96.0%	1.0%	3.0%

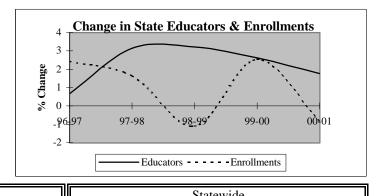
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	tages			Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	5.2%	8.1%	10.2%	13.2%	15.0%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.3%	4.8%	6.6%	7.1%	8.1%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	1.2%	1.1%	0.6%	0.5%	1.7%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.3%	94.0%	93.0%	92.0%	91.5%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.0%	0.2%	0.0%	0.1%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.2%	5.0%	6.1%	7.5%	6.6%	8.6%	9.3%	9.4%	11.0%	10.3%









Į.			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	13.9	14.2	14.5	13.3	12.9	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	16.4	16.7	17.2	15.6	15.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-9	-3	-6	30	7	-	-	-	-	-	
% Change in Educators	-3.1%	-1.1%	-2.2%	11.2%	2.3%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-280	40	10	75	-39	-	-	-	-	-	
% Change in Enrollment	-6.8%	1.0%	0.3%	1.9%	-1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.4%	0.0%	0.4%	1.0%	6.2%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.3%	4.4%	4.8%	4.0%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	11.2%	10.9%	10.8%	10.7%	13.1%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.6%	2.7%	2.7%	3.6%	3.2%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	9.1%	10.0%	9.1%	10.0%	10.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	33.3%	41.7%	38.5%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.3	44.7	45.5	45.8	46.8	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.9	16.0	16.8	16.2	16.4	13.8	13.7	13.7	13.4	13.3	
Average Salary	37,613	37,714	38,313	41,035	40,508	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	2.6%	2.7%	2.8%	3.8%	3.4%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	71.5%	71.2%	69.6%	69.8%	70.9%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.6%	10.3%	7.0%	8.2%	8.7%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	4.4%	na	5.1%	5.2%	5.4%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.7%	1.0%	0.7%	0.9%	0.5%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

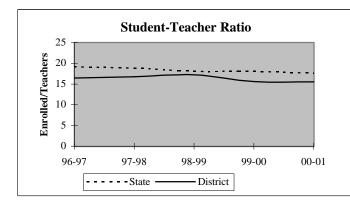
		Dis	strict Cou	nts			District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	278	275	269	299	306		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	259	255	250	259	270		93.2%	92.7%	92.9%	86.6%	88.2%
Newly Hired	19	20	19	40	36		6.8%	7.3%	7.1%	13.4%	11.8%
Transfers In	2	2	1	8	3		10.5%	10.0%	5.3%	20.0%	8.3%
Reentrants	13	9	8	14	16		68.4%	45.0%	42.1%	35.0%	44.4%
First Time Educators	4	9	10	18	17		21.1%	45.0%	52.6%	45.0%	47.2%
Total Exiting Next Year	23	25	10	29	-	I	8.3%	9.1%	3.7%	9.7%	-
Transfers Out	6	0	0	2	-		26.1%	0.0%	0.0%	6.9%	=
Leave Tennessee Educ.	17	25	10	27	-		73.9%	100.0%	100.0%	93.1%	-

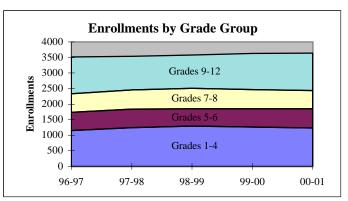
Dynamics Rates	District Rates									
District Attrition	8.3%	9.1%	3.7%	9.7%	-					
Transfers In/Out	0.33	nc	nc	4.00	-					

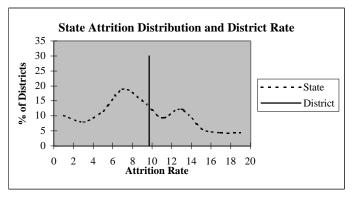
# District Report for: BRISTOL

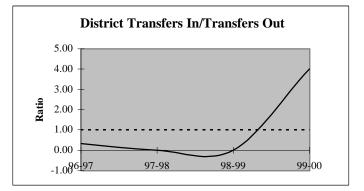
		Dis	trict Coun	ts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	278	275	269	299	306	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	12	12	13	12	12	4.3%	4.4%	4.8%	4.0%	3.9%		
Professional Staff	31	30	29	32	40	11.2%	10.9%	10.8%	10.7%	13.1%		
Total Teachers	235	233	227	255	254	84.5%	84.7%	84.4%	85.3%	83.0%		
Special Education	25	24	16	21	22	10.6%	10.3%	7.0%	8.2%	8.7%		
Pre-K & Kindergarten	14	12	13	15	16	6.0%	5.2%	5.7%	5.9%	6.3%		
Elementary (1-4)	79	82	83	95	92	33.6%	35.2%	36.6%	37.3%	36.2%		
Middle School (5-6)	24	22	23	25	24	10.2%	9.4%	10.1%	9.8%	9.4%		
Jr. High (7-8)	28	28	27	28	28	11.9%	12.0%	11.9%	11.0%	11.0%		
High School (9-12)	65	65	65	71	72	27.7%	27.9%	28.6%	27.8%	28.3%		
Business	2	2	2	2	2	3.1%	3.1%	3.1%	2.8%	2.8%		
Language Arts	7	9	9	10	11	10.8%	13.8%	13.8%	14.1%	15.3%		
Social Studies	5	5	5	6	6	7.7%	7.7%	7.7%	8.5%	8.3%		
Foreign Language	4	5	5	4	4	6.2%	7.7%	7.7%	5.6%	5.6%		
Mathematics	8	7	8	9	8	12.3%	10.8%	12.3%	12.7%	11.1%		
Science	8	8	6	8	8	12.3%	12.3%	9.2%	11.3%	11.1%		
Vocational Education	15	15	15	15	14	23.1%	23.1%	23.1%	21.1%	19.4%		
Other High School	16	14	15	17	19	24.6%	21.5%	23.1%	23.9%	26.4%		
Total Enrollments	3,855	3,895	3,905	3,980	3,941	100.0%	100.0%	100.0%	100.0%	100.0%		

Total Enrollments	3,855	3,895	3,905	3,980	3,941	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	311	323	304	319	285	8.1%	8.3%	7.8%	8.0%	7.2%
Grades 1-4	1,156	1,243	1,299	1,267	1,234	30.0%	31.9%	33.3%	31.8%	31.3%
Grades 5-6	583	600	556	586	618	15.1%	15.4%	14.2%	14.7%	15.7%
Grades 7-8	600	611	649	614	583	15.6%	15.7%	16.6%	15.4%	14.8%
Grades 9-12	1,173	1,080	1,071	1,158	1,202	30.4%	27.7%	27.4%	29.1%	30.5%
Ungraded	32	38	26	36	19	0.8%	1.0%	0.7%	0.9%	0.5%









**District Counts** 

District Percentages

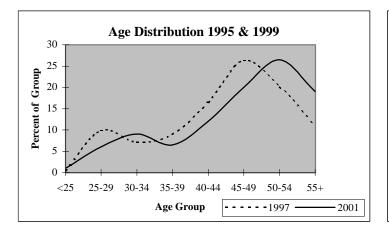
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>		'		<u></u>	<u>'</u>				
Administrative	11	10	11	10	10	4.1%	3.8%	4.3%	3.6%	3.5%
White - Females	4	5	5	4	4	36.4%	50.0%	45.5%	40.0%	40.0%
White - Males	6	4	5	5	5	54.5%	40.0%	45.5%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	9.1%	10.0%	9.1%	10.0%	10.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	31	30	28	30	37	11.5%	11.4%	11.0%	10.8%	13.0%
White - Females	23	22	21	22	28	74.2%	73.3%	75.0%	73.3%	75.7%
White - Males	8	8	7	8	9	25.8%	26.7%	25.0%	26.7%	24.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	227	224	216	239	238	84.4%	84.8%	84.7%	85.7%	83.5%
White - Females	159	158	148	163	167	70.0%	70.5%	68.5%	68.2%	70.2%
White - Males	62	60	62	67	63	27.3%	26.8%	28.7%	28.0%	26.5%
Black - Females	5	5	5	7	6	2.2%	2.2%	2.3%	2.9%	2.5%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.4%
Other - Females	0	0	0	1	0	0.0%	0.0%	0.0%	0.4%	0.0%
Other - Males	1	1	1	1	1	0.4%	0.4%	0.5%	0.4%	0.4%
Age Distribution		Dis	strict Cou	nts			Distr	rict Percent	ages	
Age Distribution Teachers by Age Group	1996-97		strict Cour		2000-01	1996-97		rict Percent		2000-01
Teachers by Age Group		1997-98	1998-99	1999-00	2000-01		1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	1997-98 1	1998-99	1999-00	2	0.5%	1997-98	1998-99	1999-00	1.0%
Teachers by Age Group Up to 24 25-29	1 21	1997-98 1 21	1998-99 0 16	1999-00 1 18	2 12	0.5% 9.9%	1997-98 0.5% 10.0%	1998-99 0.0% 8.0%	1999-00 0.5% 8.6%	1.0% 6.0%
Teachers by Age Group Up to 24 25-29 30-34	1 21 15	1997-98 1 21 15	1998-99 0 16 18	1999-00 1 18 17	2 12 18	0.5% 9.9% 7.0%	1997-98 0.5% 10.0% 7.1%	1998-99 0.0% 8.0% 9.0%	1999-00 0.5% 8.6% 8.1%	1.0% 6.0% 9.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 21 15 19	1997-98 1 21 15 15	1998-99 0 16 18 11	1999-00 1 18 17 15	2 12 18 13	0.5% 9.9% 7.0% 8.9%	1997-98 0.5% 10.0% 7.1% 7.1%	1998-99 0.0% 8.0% 9.0% 5.5%	1999-00 0.5% 8.6% 8.1% 7.1%	1.0% 6.0% 9.0% 6.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 21 15 19 35	1 21 15 15 34	1998-99 0 16 18 11 26	1999-00 1 18 17 15 26	2 12 18 13 24	0.5% 9.9% 7.0% 8.9% 16.4%	1997-98 0.5% 10.0% 7.1% 7.1% 16.2%	1998-99 0.0% 8.0% 9.0% 5.5% 12.9%	1999-00 0.5% 8.6% 8.1% 7.1% 12.4%	1.0% 6.0% 9.0% 6.5% 12.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 21 15 19 35 56	1997-98 1 21 15 15 34 56	1998-99 0 16 18 11 26 54	1999-00 1 18 17 15 26 46	2 12 18 13 24 40	0.5% 9.9% 7.0% 8.9% 16.4% 26.3%	1997-98 0.5% 10.0% 7.1% 7.1% 16.2% 26.7%	1998-99 0.0% 8.0% 9.0% 5.5% 12.9% 26.9%	1999-00 0.5% 8.6% 8.1% 7.1% 12.4% 21.9%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 21 15 19 35 56 43	1997-98 1 21 15 15 34 56 45	1998-99 0 16 18 11 26 54 53	1999-00 1 18 17 15 26 46 57	2 12 18 13 24 40 53	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2%	1997-98 0.5% 10.0% 7.1% 7.1% 16.2% 26.7% 21.4%	1998-99 0.0% 8.0% 9.0% 5.5% 12.9% 26.9% 26.4%	1999-00 0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 21 15 19 35 56 43 23	1997-98 1 21 15 15 34 56 45 23	1998-99 0 16 18 11 26 54 53 23	1999-00 1 18 17 15 26 46 57 30	2 12 18 13 24 40 53 38	0.5% 9.9% 7.0% 8.9% 16.4% 26.3%	1997-98 0.5% 10.0% 7.1% 7.1% 16.2% 26.7%	1998-99 0.0% 8.0% 9.0% 5.5% 12.9% 26.9%	1999-00 0.5% 8.6% 8.1% 7.1% 12.4% 21.9%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 21 15 19 35 56 43	1997-98 1 21 15 15 34 56 45	1998-99 0 16 18 11 26 54 53	1999-00 1 18 17 15 26 46 57	2 12 18 13 24 40 53	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2%	1997-98 0.5% 10.0% 7.1% 7.1% 16.2% 26.7% 21.4%	1998-99 0.0% 8.0% 9.0% 5.5% 12.9% 26.9% 26.4%	1999-00 0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 21 15 19 35 56 43 23	1997-98 1 21 15 15 34 56 45 23	1998-99 0 16 18 11 26 54 53 23	1999-00 1 18 17 15 26 46 57 30	2 12 18 13 24 40 53 38	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2%	1997-98 0.5% 10.0% 7.1% 7.1% 16.2% 26.7% 21.4%	1998-99 0.0% 8.0% 9.0% 5.5% 12.9% 26.9% 26.4%	1999-00 0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 21 15 19 35 56 43 23	1997-98 1 21 15 15 34 56 45 23 44.7	1998-99 0 16 18 11 26 54 53 23	1999-00 1 18 17 15 26 46 57 30 45.8	2 12 18 13 24 40 53 38	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2%	1997-98 0.5% 10.0% 7.1% 7.1% 16.2% 26.7% 21.4% 11.0%	1998-99 0.0% 8.0% 9.0% 5.5% 12.9% 26.9% 26.4%	1999-00 0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1% 14.3%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 21 15 19 35 56 43 23 44.3	1997-98 1 21 15 15 34 56 45 23 44.7	1998-99 0 16 18 11 26 54 53 23 45.5	1999-00 1 18 17 15 26 46 57 30 45.8	2 12 18 13 24 40 53 38 46.8	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2% 10.8%	1997-98 0.5% 10.0% 7.1% 7.1% 16.2% 26.7% 21.4% 11.0%	1998-99 0.0% 8.0% 9.0% 5.5% 12.9% 26.9% 26.4% 11.4%	1999-00 0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1% 14.3%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5% 19.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 21 15 19 35 56 43 23 44.3	1997-98 1 21 15 15 34 56 45 23 44.7 Dis	1998-99 0 16 18 11 26 54 53 23 45.5	1999-00 1 18 17 15 26 46 57 30 45.8	2 12 18 13 24 40 53 38 46.8	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2% 10.8%	1997-98 0.5% 10.0% 7.1% 16.2% 26.7% 21.4% 11.0% Distr	1998-99  0.0% 8.0% 9.0% 5.5% 12.9% 26.9% 21.4% 11.4%	1999-00 0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1% 14.3% ages 1999-00	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5% 19.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 21 15 19 35 56 43 23 44.3	1997-98 1 21 15 15 34 56 45 23 44.7 Dis	1998-99 0 16 18 11 26 54 53 23 45.5 strict Cour 1998-99	1999-00 1 18 17 15 26 46 57 30 45.8 1999-00 40	2 12 18 13 24 40 53 38 46.8	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2% 10.8%	1997-98 0.5% 10.0% 7.1% 16.2% 26.7% 21.4% 11.0% Distr 1997-98 13.7%	1998-99  0.0% 8.0% 9.0% 5.5% 12.9% 26.9% 26.4% 11.4%  rict Percent 1998-99 12.8%	1999-00  0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1% 14.3%  ages  1999-00 15.7%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5% 19.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 21 15 19 35 56 43 23 44.3	1997-98 1 21 15 15 34 56 45 23 44.7 Dis 1997-98	1998-99 0 16 18 11 26 54 53 23 45.5 strict Cour 1998-99 29 32	1999-00 1 18 17 15 26 46 57 30 45.8 1999-00 40 36	2 12 18 13 24 40 53 38 46.8	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2% 10.8% 1996-97	1997-98 0.5% 10.0% 7.1% 16.2% 26.7% 21.4% 11.0% Distr 1997-98 13.7% 13.7%	1998-99  0.0% 8.0% 9.0% 5.5% 12.9% 26.4% 11.4%  rict Percent 1998-99  12.8% 14.1%	1999-00  0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1% 14.3%  ages  1999-00  15.7% 14.1%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5% 19.0% 2000-01 18.1% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 21 15 19 35 56 43 23 44.3 1996-97 34 28 23	1997-98 1 21 15 15 34 56 45 23 44.7 Dis 1997-98 32 32 21	1998-99 0 16 18 11 26 54 53 23 45.5 strict Cour 1998-99 29 32 17	1999-00 1 18 17 15 26 46 57 30 45.8 1999-00 40 36 24	2 12 18 13 24 40 53 38 46.8 2000-01 46 28 26	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2% 10.8%  14.5% 11.9% 9.8%	1997-98 0.5% 10.0% 7.1% 16.2% 26.7% 21.4% 11.0% Distr 1997-98 13.7% 9.0%	1998-99  0.0% 8.0% 9.0% 5.5% 12.9% 26.4% 11.4%  rict Percent 1998-99  12.8% 14.1% 7.5%	1999-00  0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1% 14.3%  ages  1999-00  15.7% 14.1% 9.4%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5% 19.0% 2000-01 18.1% 11.0% 10.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 21 15 19 35 56 43 23 44.3 1996-97 34 28 23 28	1997-98 1 21 15 15 34 56 45 23 44.7 Dis 1997-98 32 32 21 26	1998-99 0 16 18 11 26 54 53 23 45.5 strict Cour 1998-99 29 32 17 26	1999-00 1 18 17 15 26 46 57 30 45.8 1999-00 40 36 24 26	2 12 18 13 24 40 53 38 46.8 2000-01 46 28 26 19	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2% 10.8%  14.5% 11.9% 9.8% 11.9%	1997-98 0.5% 10.0% 7.1% 16.2% 26.7% 21.4% 11.0% Distr 1997-98 13.7% 13.7% 13.7% 9.0% 11.2%	1998-99  0.0% 8.0% 9.0% 5.5% 12.9% 26.4% 11.4%  rict Percent 1998-99  12.8% 14.1% 7.5% 11.5%	1999-00  0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1% 14.3%  14.3%  1999-00  15.7% 14.1% 9.4% 10.2%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5% 19.0% 2000-01 18.1% 11.0% 10.2% 7.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	1 21 15 19 35 56 43 23 44.3 1996-97 34 28 23	1997-98 1 21 15 15 34 56 45 23 44.7 Dis 1997-98 32 32 21	1998-99 0 16 18 11 26 54 53 23 45.5 strict Cour 1998-99 29 32 17	1999-00 1 18 17 15 26 46 57 30 45.8 1999-00 40 36 24	2 12 18 13 24 40 53 38 46.8 2000-01 46 28 26	0.5% 9.9% 7.0% 8.9% 16.4% 26.3% 20.2% 10.8%  14.5% 11.9% 9.8%	1997-98 0.5% 10.0% 7.1% 16.2% 26.7% 21.4% 11.0% Distr 1997-98 13.7% 9.0%	1998-99  0.0% 8.0% 9.0% 5.5% 12.9% 26.4% 11.4%  rict Percent 1998-99  12.8% 14.1% 7.5%	1999-00  0.5% 8.6% 8.1% 7.1% 12.4% 21.9% 27.1% 14.3%  ages  1999-00  15.7% 14.1% 9.4%	1.0% 6.0% 9.0% 6.5% 12.0% 20.0% 26.5% 19.0% 2000-01 18.1% 11.0% 10.2%

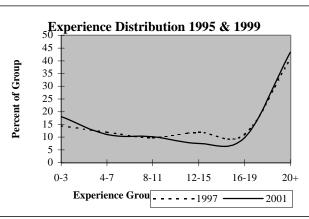
		Distr	ict Counts			District Rates					
Attrition	1996-97 19	997-98 1	998-99 19	99-00 2	000-01	1996-	97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	23	25	10	29	-	8.	3%	9.1%	3.7%	9.7%	-
Attrition from Transfers	6	0	0	2	-	2.	2%	0.0%	0.0%	0.7%	-
Attrition from Exits	17	25	10	27	-	6.	1%	9.1%	3.7%	9.0%	-
Teacher Attrition	18	23	8	27	-	7.	7%	9.9%	3.5%	10.6%	-
Attrition from Transfers	4	0	0	2	-	1.	7%	0.0%	0.0%	0.8%	-
Attrition from Exits	14	23	8	25	-	6.	0%	9.9%	3.5%	9.8%	-
District Retention											
<b>Educator Retention</b>	255	250	259	270	-	91.	7%	90.9%	96.3%	90.3%	-
Teacher Retention	217	210	219	228	-	92.	3%	90.1%	96.5%	89.4%	-

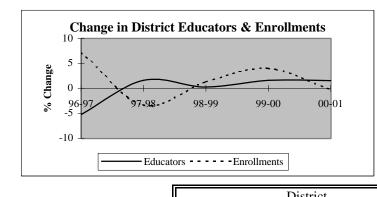
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	74.4%	2.3%	23.3%					
1 Year of Experience	83.0%	0.0%	17.0%					
2 Years of Experience	74.5%	2.1%	23.4%					
3 Years of Experience	86.8%	0.0%	13.2%					
4 Years of Experience	90.0%	0.0%	10.0%					
5 Years of Experience	86.4%	2.3%	11.4%					

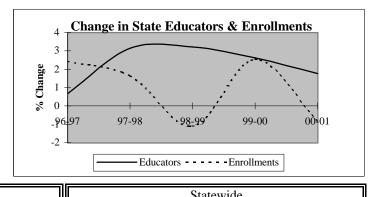
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ict Percent	tages				Statew	ide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	5.2%	7.1%	11.1%	14.9%	14.5%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	1.9%	4.0%	6.8%	6.9%	6.4%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.4%	0.4%	0.0%	0.3%	2.6%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.5%	93.1%	93.3%	89.0%	86.6%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	6.5%	6.7%	10.7%	10.8%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	16.3	15.4	15.6	16.0	15.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.2	18.1	18.4	18.8	18.2	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-24	7	1	7	7	-	-	-	-	-	
% Change in Educators	-5.3%	1.6%	0.2%	1.6%	1.6%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	473	-237	86	274	-19	-	-	-	-	-	
% Change in Enrollment	7.2%	-3.4%	1.3%	4.0%	-0.3%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.4%	1.1%	0.7%	1.1%	6.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.6%	5.0%	5.5%	5.8%	4.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.9%	9.8%	9.8%	9.0%	8.8%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.6%	2.9%	2.9%	3.1%	3.5%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	25.0%	27.3%	29.2%	34.6%	31.8%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.4	44.5	45.2	44.8	45.4	43.3	43.5	43.6	43.7	43.9	
Average Experience	15.6	15.6	16.0	15.3	15.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	40,156	40,473	42,149	42,997	42,631	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	3.1%	3.1%	3.1%	3.4%	3.8%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	75.5%	74.0%	74.5%	73.7%	73.1%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.7%	11.3%	11.3%	11.6%	11.5%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	9.3%	na	9.2%	9.4%	9.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.9%	1.8%	2.4%	2.4%	3.3%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

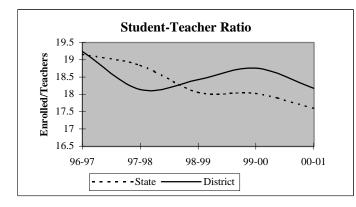
		Dis	strict Cou	nts			Distr	rict Percenta	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	431	438	439	446	453	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	401	393	404	400	407	93.0%	89.7%	92.0%	89.7%	89.8%
Newly Hired	30	45	35	46	46	7.0%	10.3%	8.0%	10.3%	10.2%
Transfers In	6	9	6	8	4	20.0%	20.0%	17.1%	17.4%	8.7%
Reentrants	8	26	20	18	19	26.7%	57.8%	57.1%	39.1%	41.3%
First Time Educators	16	10	9	20	23	 53.3%	22.2%	25.7%	43.5%	50.0%
Total Exiting Next Year	38	34	39	39	-	8.8%	7.8%	8.9%	8.7%	-
Transfers Out	6	3	4	2	-	15.8%	8.8%	10.3%	5.1%	-
Leave Tennessee Educ.	32	31	35	37	_	84.2%	91.2%	89.7%	94.9%	_

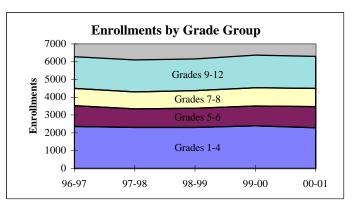
Dynamics Rates	District Rates									
District Attrition	8.8%	7.8%	8.9%	8.7%	-					
Transfers In/Out	1.00	3.00	1.50	4.00	-					

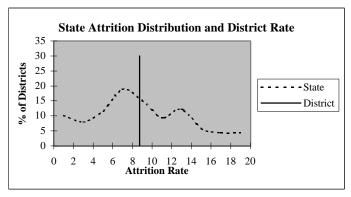
# District Report for: KINGSPORT

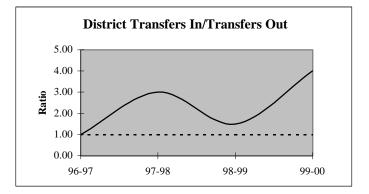
		Dis	strict Cour	its		District Percentages					
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	431	438	439	446	453	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	20	22	24	26	22	4.6%	5.0%	5.5%	5.8%	4.9%	
Professional Staff	47	43	43	40	40	10.9%	9.8%	9.8%	9.0%	8.8%	
Total Teachers	364	373	372	380	391	84.5%	85.2%	84.7%	85.2%	86.3%	
Special Education	39	42	42	44	45	10.7%	11.3%	11.3%	11.6%	11.5%	
Pre-K & Kindergarten	23	24	25	24	27	6.3%	6.4%	6.7%	6.3%	6.9%	
Elementary (1-4)	144	143	141	143	152	39.6%	38.3%	37.9%	37.6%	38.9%	
Middle School (5-6)	44	40	43	42	42	12.1%	10.7%	11.6%	11.1%	10.7%	
Jr. High (7-8)	34	35	36	35	37	9.3%	9.4%	9.7%	9.2%	9.5%	
High School (9-12)	80	89	85	92	88	22.0%	23.9%	22.8%	24.2%	22.5%	
Business	2	3	2	0	0	2.5%	3.4%	2.4%	0.0%	0.0%	
Language Arts	12	13	12	13	12	15.0%	14.6%	14.1%	14.1%	13.6%	
Social Studies	10	11	11	12	12	12.5%	12.4%	12.9%	13.0%	13.6%	
Foreign Language	7	6	6	7	7	8.8%	6.7%	7.1%	7.6%	8.0%	
Mathematics	11	14	14	14	14	13.8%	15.7%	16.5%	15.2%	15.9%	
Science	10	10	10	12	9	12.5%	11.2%	11.8%	13.0%	10.2%	
Vocational Education	11	11	11	13	15	13.8%	12.4%	12.9%	14.1%	17.0%	
Other High School	17	21	19	21	19	21.3%	23.6%	22.4%	22.8%	21.6%	

Total Enrollments	7,004	6,767	6,853	7,127	7,108	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	591	548	554	575	577	8.4%	8.1%	8.1%	8.1%	8.1%
Grades 1-4	2,362	2,302	2,300	2,394	2,288	33.7%	34.0%	33.6%	33.6%	32.2%
Grades 5-6	1,170	1,044	1,078	1,112	1,178	16.7%	15.4%	15.7%	15.6%	16.6%
Grades 7-8	967	956	987	1,029	1,025	13.8%	14.1%	14.4%	14.4%	14.4%
Grades 9-12	1,777	1,792	1,784	1,843	1,805	25.4%	26.5%	26.0%	25.9%	25.4%
Ungraded	137	125	150	174	235	2.0%	1.8%	2.2%	2.4%	3.3%









		Di	strict Cou	nts	1		Distr	rict Percenta	ages	1
Profile by	1996-97				2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	1770 77	1))/ )0	1770 77	1777 00	2000 01	1000 01	1777 70	1770 77	1777 00	2000 01
Administrative	20	22	24	26	22	4.7%	5.2%	5.8%	6.2%	5.2%
White - Females	5	6	7	9	7	25.0%	27.3%	29.2%	34.6%	31.8%
White - Males	15	16	17	17	15	75.0%	72.7%	70.8%	65.4%	68.2%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	47	43	41	38	39	11.1%	10.2%	9.9%	9.1%	9.2%
White - Females	37	32	31	29	30	78.7%	74.4%	75.6%	76.3%	76.9%
White - Males	10	10	9	8	8	21.3%	23.3%	22.0%	21.1%	20.5%
Black - Females	0	1	1	1	1	0.0%	2.3%	2.4%	2.6%	2.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	355	355	351	355	365	84.1%	84.5%	84.4%	84.7%	85.7%
White - Females	263	259	256	257	263	74.1%	73.0%	72.9%	72.4%	72.1%
White - Males	81	85	84	86	88	22.8%	23.9%	23.9%	24.2%	24.1%
Black - Females	8	7	8	8	8	2.3%	2.0%	2.3%	2.3%	2.2%
Black - Males	2	2	2	2	4	0.6%	0.6%	0.6%	0.6%	1.1%
Other - Females	1	2	1	2	2	0.3%	0.6%	0.3%	0.6%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
					1	I				1
Age Distribution			strict Cou				Distr	ict Percenta	ages	
Teachers by Age Group	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	5	4	2	4	3	1.5%	1.2%	0.6%	1.2%	0.9%
25-29	22	24	26	25	27	6.5%	7.0%	7.8%	7.6%	8.3%
30-34	32	32	23	30	25	9.4%	9.3%	6.9%	9.1%	7.7%
35-39	36	38	42	37	31	10.6%	11.1%	12.5%	11.2%	9.5%
40-45	51	49	41	35	37	15.0%	14.3%	12.2%	10.6%	11.3%
45-49	90	88	83	71	64	26.4%	25.7%	24.8%	21.5%	19.6%
50-54	61	70	72	86	91	17.9%	20.4%	21.5%	26.1%	27.9%
55+	44	38	46	42	48	12.9%	11.1%	13.7%	12.7%	14.7%
Average Age	44.4	44.5	45.2	44.8	45.4					
2 2										
<b>Experience Distribution</b>		Di	strict Cou	nts			Distr	ict Percenta	ages	
Teachers by Experience	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	43	46	41	57	66	11.8%	12.3%	11.0%	15.0%	16.9%
4-7 Years	42	46	49	55	49	11.5%	12.3%	13.2%	14.5%	12.5%
8-11 Years	52	52	46	37	41	14.3%	13.9%	12.4%	9.7%	10.5%
12-15 Years	41	45	48	48	48	11.3%	12.1%	12.9%	12.6%	12.3%
16-19 Years	42	40	34	37	35	11.5%	10.7%	9.1%	9.7%	9.0%
20 17	1.1.1	1 4 4	154	1.46	1.50	20.60/	20.60/	44 467	20.40/	20.00/

20+ Years

Average Experience

146

15.3

152

15.3

39.6%

38.6%

41.4%

154

16.0

144

15.6

144

15.6

38.9%

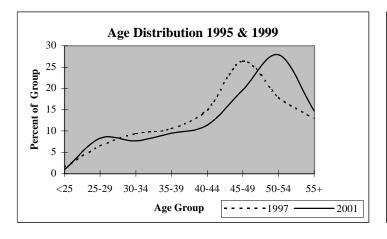
38.4%

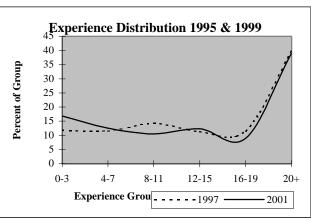
		Distr	ict Counts	-				D	istrict Rate	S	
Attrition	1996-97 1	997-98 1	998-99 19	999-00 2	000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	38	34	39	39	-	ĬĹ	8.8%	7.8%	8.9%	8.7%	-
Attrition from Transfers	6	3	4	2	-		1.4%	0.7%	0.9%	0.4%	-
Attrition from Exits	32	31	35	37	-		7.4%	7.1%	8.0%	8.3%	=
Teacher Attrition	28	29	33	31	-		7.7%	7.8%	8.9%	8.2%	=
Attrition from Transfers	3	3	3	1	-		0.8%	0.8%	0.8%	0.3%	-
Attrition from Exits	25	26	30	30	-		6.9%	7.0%	8.1%	7.9%	-
District Retention											
<b>Educator Retention</b>	393	404	400	407	-		91.2%	92.2%	91.1%	91.3%	-
Teacher Retention	336	344	339	349	-		92.3%	92.2%	91.1%	91.8%	=

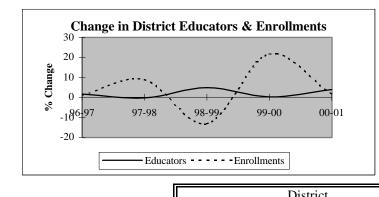
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	62.1%	10.6%	27.3%
1 Year of Experience	81.5%	3.7%	14.8%
2 Years of Experience	86.8%	0.0%	13.2%
3 Years of Experience	85.7%	0.0%	14.3%
4 Years of Experience	86.0%	1.8%	12.3%
5 Years of Experience	92.3%	3.1%	4.6%

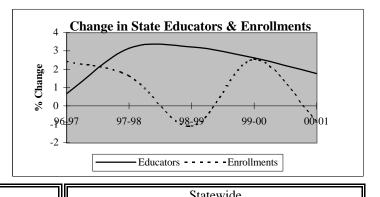
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages			Statev	vide Percen	tages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	5.8%	10.2%	12.6%	16.0%	16.4%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.8%	5.9%	6.6%	7.1%	7.2%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.7%	0.9%	1.1%	0.9%	1.1%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.5%	90.9%	91.6%	90.6%	89.6%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.5%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.8%	8.2%	6.8%	8.5%	9.3%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S	<u></u>	<del></del>					<u> </u>		
Student to Educator Ratio	16.0	17.4	14.4	17.5	17.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.5	20.2	16.6	20.4	19.8	19.2	18.8	18.1	18.0	17.6
Change in Educators	23	-4	69	2	59	-	-	-	-	-
% Change in Educators	1.6%	-0.3%	4.8%	0.1%	3.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	242	2,062	-3,360	4,729	416	-	-	-	-	-
% Change in Enrollment:	1.1%	8.9%	-13.3%	21.7%	1.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.8%	0.4%	0.5%	0.8%	9.8%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.3%	4.2%	4.0%	4.3%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.5%	9.3%	8.9%	9.7%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	2.6%	2.7%	3.0%	2.6%	2.9%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	4.8%	5.0%	5.0%	4.6%	4.8%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	37.1%	36.7%	38.3%	40.0%	38.7%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.6	42.9	42.9	43.8	43.9	43.3	43.5	43.6	43.7	43.9
Average Experience	12.6	12.7	12.8	13.3	13.1	13.8	13.7	13.7	13.4	13.3
Average Salary	32,523	33,089	34,395	35,523	35,669	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	2.5%	2.7%	3.1%	2.7%	3.0%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.4%	79.2%	77.3%	77.8%	77.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	12.2%	12.3%	12.4%	11.9%	12.4%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	7.9%	na	9.2%	10.2%	10.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	2.0%	1.8%	2.0%	2.5%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%

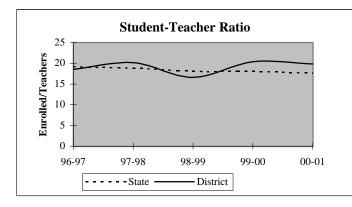
		Dis	strict Cou	nts			Distr	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	1,448	1,444	1,513	1,515	1,574	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	1,283	1,307	1,351	1,401	1,400	88.6%	90.5%	89.3%	92.5%	88.9%
Newly Hired	165	137	162	114	174	11.4%	9.5%	10.7%	7.5%	11.1%
Transfers In	20	14	19	9	18	12.1%	10.2%	11.7%	7.9%	10.3%
Reentrants	65	62	68	43	60	39.4%	45.3%	42.0%	37.7%	34.5%
First Time Educators	80	61	75	62	96	48.5%	44.5%	46.3%	54.4%	55.2%
Total Exiting Next Year	141	93	112	115	-	9.7%	6.4%	7.4%	7.6%	-
Transfers Out	16	0	1	5	-	11.3%	0.0%	0.9%	4.3%	-
Leave Tennessee Educ.	125	93	111	110	-	88.7%	100.0%	99.1%	95.7%	-

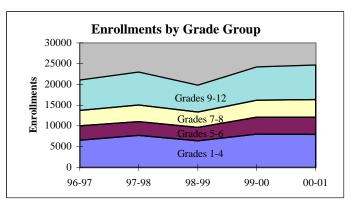
Dynamics Rates		Dis	strict Rates	3	
District Attrition	9.7%	6.4%	7.4%	7.6%	-
Transfers In/Out	1.25	nc	19.00	1.80	-

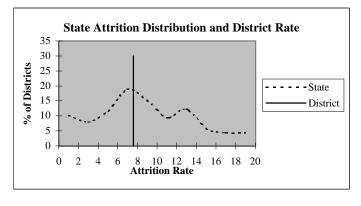
# District Report for: SUMNER COUNTY

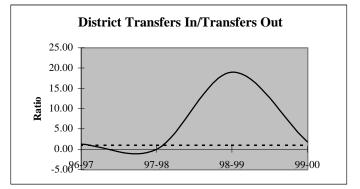
		Dist	rict Coun	ts			Distr	ict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	1,448	1,444	1,513	1,515	1,574	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	62	60	60	65	62	4.3%	4.2%	4.0%	4.3%	3.9%
Professional Staff	137	134	134	147	150	9.5%	9.3%	8.9%	9.7%	9.5%
Total Teachers	1,249	1,250	1,319	1,303	1,362	86.3%	86.6%	87.2%	86.0%	86.5%
Special Education	153	154	163	155	169	12.2%	12.3%	12.4%	11.9%	12.4%
Pre-K & Kindergarten	72	66	73	79	81	5.8%	5.3%	5.5%	6.1%	5.9%
Elementary (1-4)	402	399	417	417	441	32.2%	31.9%	31.6%	32.0%	32.4%
Middle School (5-6)	133	132	141	140	148	10.6%	10.6%	10.7%	10.7%	10.9%
Jr. High (7-8)	149	154	154	150	154	11.9%	12.3%	11.7%	11.5%	11.3%
High School (9-12)	340	345	371	362	369	27.2%	27.6%	28.1%	27.8%	27.1%
Business	4	7	7	6	6	1.2%	2.0%	1.9%	1.7%	1.6%
Language Arts	42	39	41	50	47	12.4%	11.3%	11.1%	13.8%	12.7%
Social Studies	37	32	36	39	40	10.9%	9.3%	9.7%	10.8%	10.8%
Foreign Language	18	15	16	20	20	5.3%	4.3%	4.3%	5.5%	5.4%
Mathematics	41	44	43	45	49	12.1%	12.8%	11.6%	12.4%	13.3%
Science	32	34	37	39	39	9.4%	9.9%	10.0%	10.8%	10.6%
Vocational Education	89	93	95	95	97	26.2%	27.0%	25.6%	26.2%	26.3%
Other High School	77	81	96	68	71	22.6%	23.5%	25.9%	18.8%	19.2%
						r				

Total Enrollments	23,130	25,192	21,832	26,561	26,977	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,495	1,732	1,394	1,691	1,776	6.5%	6.9%	6.4%	6.4%	6.6%
Grades 1-4	6,543	7,690	6,426	8,037	7,922	28.3%	30.5%	29.4%	30.3%	29.4%
Grades 5-6	3,450	3,330	3,249	4,037	4,223	14.9%	13.2%	14.9%	15.2%	15.7%
Grades 7-8	3,747	3,998	3,643	4,092	4,211	16.2%	15.9%	16.7%	15.4%	15.6%
Grades 9-12	7,314	7,990	6,537	8,050	8,317	31.6%	31.7%	29.9%	30.3%	30.8%
Ungraded	581	452	583	654	528	2.5%	1.8%	2.7%	2.5%	2.0%









**District Counts** 

District Percentages

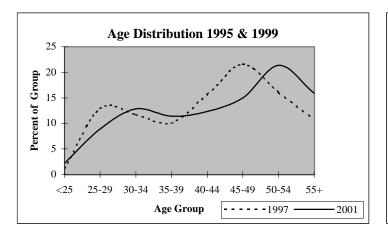
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender		'	<u> </u>		<u></u>	<u>,                                      </u>	<u> </u>	<u> </u>		
Administrative	62	60	60	65	62	4.5%	4.4%	4.3%	4.6%	4.3%
White - Females	22	21	22	25	23	35.5%	35.0%	36.7%	38.5%	37.1%
White - Males	37	36	35	37	36	59.7%	60.0%	58.3%	56.9%	58.1%
Black - Females	1	1	1	1	1	1.6%	1.7%	1.7%	1.5%	1.6%
Black - Males	2	2	2	2	2	3.2%	3.3%	3.3%	3.1%	3.2%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	132	130	127	137	140	9.6%	9.6%	9.1%	9.8%	9.7%
White - Females	120	117	115	125	129	90.9%	90.0%	90.6%	91.2%	92.1%
White - Males	10	11	11	11	10	7.6%	8.5%	8.7%	8.0%	7.1%
Black - Females	2	2	1	1	1	1.5%	1.5%	0.8%	0.7%	0.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	1,177	1,165	1,213	1,203	1,246	85.8%	86.0%	86.6%	85.6%	86.0%
White - Females	929	923	943	946	986	78.9%	79.2%	77.7%	78.6%	79.1%
White - Males	218	210	232	224	222	18.5%	18.0%	19.1%	18.6%	17.8%
Black - Females	22	25	27	24	28	1.9%	2.1%	2.2%	2.0%	2.2%
Black - Males	5	4	7	6	8	0.4%	0.3%	0.6%	0.5%	0.6%
Other - Females	1	1	2	2	2	0.1%	0.1%	0.2%	0.2%	0.2%
Other - Males	2	2	2	1	0	0.2%	0.2%	0.2%	0.1%	0.0%
Age Distribution		Dis	strict Cour	nts			Distr	ict Percent	ages	
Age Distribution Teachers by Age Group	1996-97		strict Cour		2000-01	1996-97		ict Percent		2000-01
Teachers by Age Group	الــــــــا	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	13	1997-98 15	1998-99 15	1999-00 11	23	1.2%	1997-98 1.4%	1998-99 1.4%	1999-00	2.2%
Teachers by Age Group Up to 24 25-29	13 138	1997-98 15 119	1998-99 15 126	1999-00 11 101	23 92	1.2% 12.9%	1997-98 1.4% 11.5%	1998-99 1.4% 11.8%	1999-00 1.1% 9.8%	2.2% 8.9%
Teachers by Age Group Up to 24 25-29 30-34	13 138 125	1997-98 15 119 123	1998-99 15 126 120	1999-00 11 101 126	23 92 133	1.2% 12.9% 11.7%	1997-98 1.4% 11.5% 11.8%	1998-99 1.4% 11.8% 11.2%	1999-00 1.1% 9.8% 12.2%	2.2% 8.9% 12.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39	13 138 125 108	1997-98 15 119 123 112	1998-99 15 126 120 133	1999-00 11 101 126 122	23 92 133 118	1.2% 12.9% 11.7% 10.1%	1997-98 1.4% 11.5% 11.8% 10.8%	1998-99 1.4% 11.8% 11.2% 12.4%	1999-00 1.1% 9.8% 12.2% 11.8%	2.2% 8.9% 12.9% 11.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	13 138 125 108 167	15 119 123 112 158	1998-99 15 126 120 133 146	1999-00 11 101 126 122 136	23 92 133 118 128	1.2% 12.9% 11.7% 10.1% 15.6%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2%	1998-99 1.4% 11.8% 11.2% 12.4% 13.6%	1999-00 1.1% 9.8% 12.2% 11.8% 13.2%	2.2% 8.9% 12.9% 11.4% 12.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	13 138 125 108 167 230	15 119 123 112 158 213	15 126 120 133 146 199	11 101 126 122 136 178	23 92 133 118 128 155	1.2% 12.9% 11.7% 10.1% 15.6% 21.5%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5%	1998-99 1.4% 11.8% 11.2% 12.4% 13.6% 18.6%	1999-00 1.1% 9.8% 12.2% 11.8% 13.2% 17.3%	2.2% 8.9% 12.9% 11.4% 12.4% 15.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	13 138 125 108 167 230 172	15 119 123 112 158 213 178	15 126 120 133 146 199 202	11 101 126 122 136 178 212	23 92 133 118 128 155 221	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1%	1998-99 1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9%	1999-00 1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6%	2.2% 8.9% 12.9% 11.4% 12.4% 15.0% 21.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	13 138 125 108 167 230 172 115	15 119 123 112 158 213 178 121	15 126 120 133 146 199 202 129	11 101 126 122 136 178 212 145	23 92 133 118 128 155 221 165	1.2% 12.9% 11.7% 10.1% 15.6% 21.5%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5%	1998-99 1.4% 11.8% 11.2% 12.4% 13.6% 18.6%	1999-00 1.1% 9.8% 12.2% 11.8% 13.2% 17.3%	2.2% 8.9% 12.9% 11.4% 12.4% 15.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	13 138 125 108 167 230 172	15 119 123 112 158 213 178	15 126 120 133 146 199 202	11 101 126 122 136 178 212	23 92 133 118 128 155 221	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1%	1998-99 1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9%	1999-00 1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6%	2.2% 8.9% 12.9% 11.4% 12.4% 15.0% 21.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	13 138 125 108 167 230 172 115	15 119 123 112 158 213 178 121	15 126 120 133 146 199 202 129	11 101 126 122 136 178 212 145	23 92 133 118 128 155 221 165	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1%	1998-99 1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9%	1999-00 1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6%	2.2% 8.9% 12.9% 11.4% 12.4% 15.0% 21.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	13 138 125 108 167 230 172 115	15 119 123 112 158 213 178 121 42.9	15 126 120 133 146 199 202 129	11 101 126 122 136 178 212 145 43.8	23 92 133 118 128 155 221 165	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1% 11.6%	1998-99 1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9%	1999-00 1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6% 14.1%	2.2% 8.9% 12.9% 11.4% 12.4% 15.0% 21.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	13 138 125 108 167 230 172 115	15 119 123 112 158 213 178 121 42.9	15 126 120 133 146 199 202 129 42.9	11 101 126 122 136 178 212 145 43.8	23 92 133 118 128 155 221 165 43.9	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1% 11.6%	1998-99 1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9% 12.1%	1999-00 1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6% 14.1%	2.2% 8.9% 12.9% 11.4% 12.4% 15.0% 21.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	13 138 125 108 167 230 172 115 42.6	15 119 123 112 158 213 178 121 42.9	15 126 120 133 146 199 202 129 42.9	11 101 126 122 136 178 212 145 43.8	23 92 133 118 128 155 221 165 43.9	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1% 10.8%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1% 11.6% Distr	1998-99 1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9% 12.1%	1999-00 1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6% 14.1%	2.2% 8.9% 12.9% 11.4% 12.4% 15.0% 21.4% 15.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	13 138 125 108 167 230 172 115 42.6	1997-98 15 119 123 112 158 213 178 121 42.9 Dis	15 126 120 133 146 199 202 129 42.9	11 101 126 122 136 178 212 145 43.8	23 92 133 118 128 155 221 165 43.9	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1% 10.8%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1% 11.6%	1998-99 1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9% 12.1% ict Percent:	1999-00  1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6% 14.1%	2.2% 8.9% 12.9% 11.4% 15.0% 21.4% 15.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	13 138 125 108 167 230 172 115 42.6	15 119 123 112 158 213 178 121 42.9 Dis 1997-98	15 126 120 133 146 199 202 129 42.9 strict Cour 1998-99 303 203	11 101 126 122 136 178 212 145 43.8 nts 1999-00	23 92 133 118 128 155 221 165 43.9	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1% 10.8%  1996-97 23.1% 13.7%	1997-98 1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1% 11.6% Distr 1997-98	1998-99  1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9% 12.1%  ict Percent: 1998-99  23.0% 15.4%	1999-00  1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6% 14.1%  ages  1999-00  20.0% 17.7%	2.2% 8.9% 12.9% 11.4% 15.0% 21.4% 15.9% 2000-01 20.9% 18.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	13 138 125 108 167 230 172 115 42.6	15 119 123 112 158 213 178 121 42.9 Dis 1997-98 278 193 160	15 126 120 133 146 199 202 129 42.9 strict Cour 1998-99 303 203 165	1999-00 11 101 126 122 136 178 212 145 43.8 1999-00 261 231 149	23 92 133 118 128 155 221 165 43.9 2000-01 284 253 156	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1% 10.8%  1996-97  23.1% 13.7% 13.9%	1997-98  1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1% 11.6%  Distr 1997-98  22.2% 15.4% 12.8%	1998-99  1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9% 12.1%  ict Percent: 1998-99  23.0% 15.4% 12.5%	1999-00  1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6% 14.1%  ages 1999-00 20.0% 17.7% 11.4%	2.2% 8.9% 12.9% 11.4% 15.0% 21.4% 15.9% 2000-01 20.9% 18.6% 11.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	13 138 125 108 167 230 172 115 42.6  1996-97 289 171 173 129	15 119 123 112 158 213 178 121 42.9 Dis 1997-98 278 193 160 136	15 126 120 133 146 199 202 129 42.9 strict Cour 1998-99 303 203 165 140	11 101 126 122 136 178 212 145 43.8 1999-00 261 231 149 147	23 92 133 118 128 155 221 165 43.9 2000-01 284 253 156 151	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1% 10.8%  1996-97 23.1% 13.7% 13.9% 10.3%	1997-98  1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1% 11.6%  Distr 1997-98  22.2% 15.4% 12.8% 10.9%	1998-99  1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9% 12.1%  ict Percent: 1998-99  23.0% 15.4% 12.5% 10.6%	1999-00  1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6% 14.1%  ages 1999-00  20.0% 17.7% 11.4% 11.3%	2.2% 8.9% 12.9% 11.4% 15.0% 21.4% 15.9% 2000-01 20.9% 18.6% 11.5% 11.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	13 138 125 108 167 230 172 115 42.6	15 119 123 112 158 213 178 121 42.9 Dis 1997-98 278 193 160	15 126 120 133 146 199 202 129 42.9 strict Cour 1998-99 303 203 165	1999-00 11 101 126 122 136 178 212 145 43.8 1999-00 261 231 149	23 92 133 118 128 155 221 165 43.9 2000-01 284 253 156	1.2% 12.9% 11.7% 10.1% 15.6% 21.5% 16.1% 10.8%  1996-97  23.1% 13.7% 13.9%	1997-98  1.4% 11.5% 11.8% 10.8% 15.2% 20.5% 17.1% 11.6%  Distr 1997-98  22.2% 15.4% 12.8%	1998-99  1.4% 11.8% 11.2% 12.4% 13.6% 18.6% 18.9% 12.1%  ict Percent: 1998-99  23.0% 15.4% 12.5%	1999-00  1.1% 9.8% 12.2% 11.8% 13.2% 17.3% 20.6% 14.1%  ages 1999-00 20.0% 17.7% 11.4%	2.2% 8.9% 12.9% 11.4% 15.0% 21.4% 15.9% 2000-01 20.9% 18.6% 11.5%

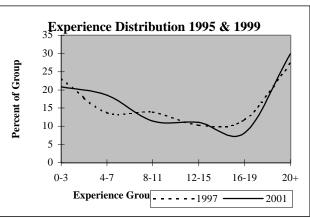
		District Counts				District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	141	93	112	115	-	ľĽ	9.7%	6.4%	7.4%	7.6%	=
Attrition from Transfers	16	0	1	5	-		1.1%	0.0%	0.1%	0.3%	-
Attrition from Exits	125	93	111	110	-		8.6%	6.4%	7.3%	7.3%	-
Teacher Attrition	127	75	101	100	-		10.2%	6.0%	7.7%	7.7%	-
Attrition from Transfers	13	0	1	4	-		1.0%	0.0%	0.1%	0.3%	-
Attrition from Exits	114	75	100	96	-		9.1%	6.0%	7.6%	7.4%	-
District Retention											
<b>Educator Retention</b>	1,307	1,351	1,401	1,400	-		90.3%	93.6%	92.6%	92.4%	-
Teacher Retention	1,122	1,175	1,218	1,203	-		89.8%	94.0%	92.3%	92.3%	-

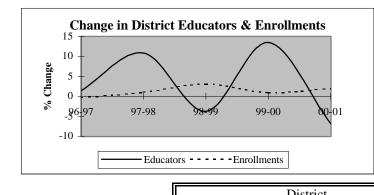
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	80.5%	0.2%	19.2%					
1 Year of Experience	87.2%	1.7%	11.1%					
2 Years of Experience	88.9%	0.6%	10.6%					
3 Years of Experience	89.1%	0.9%	10.0%					
4 Years of Experience	86.3%	1.4%	12.4%					
5 Years of Experience	91.0%	0.4%	8.6%					

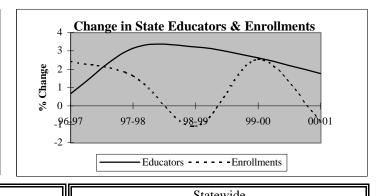
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	11.6%	15.0%	19.1%	19.4%	21.5%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	6.9%	9.8%	13.0%	10.8%	11.2%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.6%	1.7%	1.2%	1.5%	1.3%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	88.1%	89.5%	89.2%	91.3%	88.7%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.1%	0.2%	0.1%	0.2%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	10.3%	8.6%	9.6%	7.1%	10.0%		8.6%	9.3%	9.4%	11.0%	10.3%	









	District					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	18.4	16.8	18.0	16.0	17.5	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	21.1	19.0	20.4	18.2	20.3	19.2	18.8	18.1	18.0	17.6	
Change in Educators	7	57	-22	76	-44	-	-	-	-	-	
% Change in Educators	1.3%	10.8%	-3.8%	13.5%	-6.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-40	94	298	88	194	-	-	-	-	-	
% Change in Enrollment:	-0.4%	1.0%	3.0%	0.9%	1.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	0.2%	0.0%	10.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	6.1%	5.6%	5.5%	5.8%	6.1%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	6.6%	6.2%	6.6%	6.6%	7.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	17.9%	16.3%	16.1%	15.7%	14.7%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	32.3%	34.4%	33.3%	30.6%	31.4%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	37.5%	39.4%	38.7%	43.2%	44.4%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.0	41.3	41.3	41.4	42.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.5	11.2	11.4	11.0	11.4	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,092	30,807	33,367	34,295	34,057	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	16.9%	15.1%	15.0%	14.6%	13.1%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	78.1%	78.1%	77.0%	77.7%	77.6%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	13.2%	13.4%	13.1%	14.6%	13.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	22.5%	na	21.6%	21.1%	21.7%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.1%	1.4%	1.2%	1.1%	1.2%	1.7%	1.6%	1.8%	1.8%	1.8%	

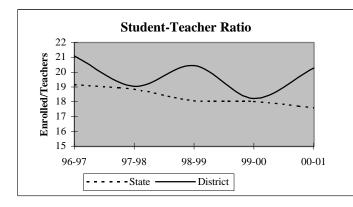
		District Counts						District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Total Workforce	528	585	563	639	595	-	100.0%	100.0%	100.0%	100.0%	100.0%		
Retained Educators	463	505	484	553	523		87.7%	86.3%	86.0%	86.5%	87.9%		
Newly Hired	65	80	79	86	72		12.3%	13.7%	14.0%	13.5%	12.1%		
Transfers In	11	15	11	15	7		16.9%	18.8%	13.9%	17.4%	9.7%		
Reentrants	22	22	19	26	23		33.8%	27.5%	24.1%	30.2%	31.9%		
First Time Educators	32	43	49	45	42		49.2%	53.8%	62.0%	52.3%	58.3%		
Total Exiting Next Year	23	101	10	116	-		4.4%	17.3%	1.8%	18.2%	-		
Transfers Out	12	19	2	19	=		52.2%	18.8%	20.0%	16.4%	-		
Leave Tennessee Educ.	11	82	8	97	-		47.8%	81.2%	80.0%	83.6%	-		

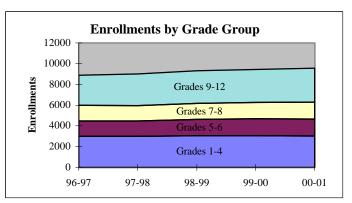
Dynamics Rates	District Rates									
District Attrition	4.4%	17.3%	1.8%	18.2%	-					
Transfers In/Out	0.92	0.79	5.50	0.79	-					

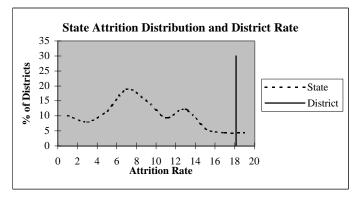
# District Report for: TIPTON COUNTY

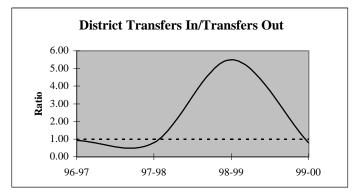
		Dist	rict Count	S			Distr	ict Percenta	ages	
Profile by Position	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	528	585	563	639	595	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	32	33	31	37	36	6.1%	5.6%	5.5%	5.8%	6.1%
Professional Staff	35	36	37	42	46	6.6%	6.2%	6.6%	6.6%	7.7%
Total Teachers	461	516	495	560	513	87.3%	88.2%	87.9%	87.6%	86.2%
Special Education	61	69	65	82	68	13.2%	13.4%	13.1%	14.6%	13.3%
Pre-K & Kindergarten	29	31	29	29	28	6.3%	6.0%	5.9%	5.2%	5.5%
Elementary (1-4)	147	157	149	165	162	31.9%	30.4%	30.1%	29.5%	31.6%
Middle School (5-6)	61	69	67	71	65	13.2%	13.4%	13.5%	12.7%	12.7%
Jr. High (7-8)	42	49	47	60	47	9.1%	9.5%	9.5%	10.7%	9.2%
High School (9-12)	121	141	138	153	143	26.2%	27.3%	27.9%	27.3%	27.9%
Business	5	6	4	6	6	4.1%	4.3%	2.9%	3.9%	4.2%
Language Arts	18	19	15	20	21	14.9%	13.5%	10.9%	13.1%	14.7%
Social Studies	18	17	19	17	15	14.9%	12.1%	13.8%	11.1%	10.5%
Foreign Language	6	8	8	9	7	5.0%	5.7%	5.8%	5.9%	4.9%
Mathematics	16	19	19	19	17	13.2%	13.5%	13.8%	12.4%	11.9%
Science	12	13	15	17	15	9.9%	9.2%	10.9%	11.1%	10.5%
Vocational Education	23	26	31	36	33	19.0%	18.4%	22.5%	23.5%	23.1%
Other High School	23	33	27	29	29	19.0%	23.4%	19.6%	19.0%	20.3%

Total Enrollments	9,727	9,821	10,119	10,207	10,401	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	689	687	685	649	702	7.1%	7.0%	6.8%	6.4%	6.7%
Grades 1-4	2,982	2,997	3,053	3,049	3,021	30.7%	30.5%	30.2%	29.9%	29.0%
Grades 5-6	1,506	1,481	1,563	1,625	1,637	15.5%	15.1%	15.4%	15.9%	15.7%
Grades 7-8	1,491	1,462	1,540	1,573	1,629	15.3%	14.9%	15.2%	15.4%	15.7%
Grades 9-12	2,913	3,060	3,160	3,199	3,284	29.9%	31.2%	31.2%	31.3%	31.6%
Ungraded	146	134	118	112	128	1.5%	1.4%	1.2%	1.1%	1.2%









		Dist	rict Coun	its		District Percentages				
Profile by	1996-97 1	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender	ــــــــــــــــــــــــــــــــــــــ					<u> </u>	<u></u>	<u> </u>		
Administrative	31	32	30	36	35	6.2%	5.8%	5.7%	6.0%	6.3%
White - Females	9	10	9	13	13	29.0%	31.3%	30.0%	36.1%	37.1%
White - Males	12	11	11	12	11	38.7%	34.4%	36.7%	33.3%	31.4%
Black - Females	3	3	3	3	3	9.7%	9.4%	10.0%	8.3%	8.6%
Black - Males	7	8	7	8	8	22.6%	25.0%	23.3%	22.2%	22.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	34	36	37	41	43	6.8%	6.5%	7.0%	6.8%	7.8%
White - Females	20	22	24	25	24	58.8%	61.1%	64.9%	61.0%	55.8%
White - Males	8	8	7	9	11	23.5%	22.2%	18.9%	22.0%	25.6%
Black - Females	5	5	5	6	7	14.7%	13.9%	13.5%	14.6%	16.3%
Black - Males	1	1	1	1	1	2.9%	2.8%	2.7%	2.4%	2.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	437	485	461	522	474	87.1%	87.7%	87.3%	87.1%	85.9%
White - Females	284	320	303	348	323	65.0%	66.0%	65.7%	66.7%	68.1%
White - Males	79	92	89	98	89	18.1%	19.0%	19.3%	18.8%	18.8%
Black - Females	60	61	53	60	49	13.7%	12.6%	11.5%	11.5%	10.3%
Black - Males	14	12	14	14	12	3.2%	2.5%	3.0%	2.7%	2.5%
Other - Females	0	0	1	1	0	0.0%	0.0%	0.2%	0.2%	0.0%
Other - Males	0	0	1	1	1	0.0%	0.0%	0.2%	0.2%	0.2%
Age Distribution		Dist	rict Coun	its			Distr	rict Percent	ages	
Teachers by Age Group	1996-97 1			1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	9	9	8	14	11	2.3%	2.1%	2.0%	3.3%	2.8%
25-29	58	67	70	66	55	14.8%	16.0%	17.6%	15.5%	14.2%
30-34	57	54	48	65	51	14.5%	12.9%	12.1%	15.2%	13.2%
35-39	50	50	49	46	43	12.7%	11.9%	12.3%	10.8%	11.1%
40-45	61	65	60	59	57	15.5%	15.5%	15.1%	13.8%	14.7%
45-49	72	66	56	58	54	18.3%	15.8%	14.1%	13.6%	14.0%
50-54	48	65	62	70	62	12.2%	15.5%	15.6%	16.4%	16.0%
55+	38	43	45	49	54	9.7%	10.3%	11.3%	11.5%	14.0%
Average Age	41.0	41.3	41.3	41.4	42.1					
6.										
Experience Distribution			rict Coun					rict Percent		
Teachers by Experience	1996-97 1	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	127	144	126	175	153	27.5%	27.9%	25.5%	31.3%	29.8%
4-7 Years	92	116	114	111	95	20.0%	22.5%	23.0%	19.8%	18.5%
8-11 Years	48	47	55	64	62	10.4%	9.1%	11.1%	11.4%	12.1%
12-15 Years	36	46	48	43	41	7.8%	8.9%	9.7%	7.7%	8.0%
16-19 Years	48	43	37	43	38	10.4%	8.3%	7.5%	7.7%	7.4%
20+ Years	110	120	115	124	124	23.9%	23.3%	23.2%	22.1%	24.2%

Average Experience

11.0

11.4

11.4

11.2

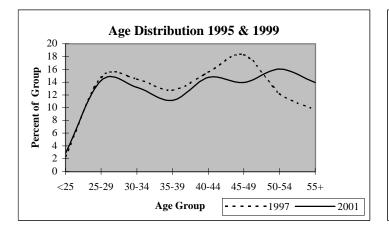
11.5

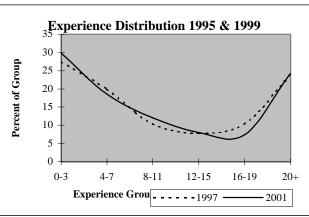
		Dis	strict Cou	nts		District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	23	101	10	116	-	4.4%	17.3%	1.8%	18.2%	-
Attrition from Transfers	12	19	2	19	-	2.3%	3.2%	0.4%	3.0%	-
Attrition from Exits	11	82	8	97		2.1%	14.0%	1.4%	15.2%	_
Teacher Attrition	19	98	9	110	-	4.1%	19.0%	1.8%	19.6%	_
Attrition from Transfers	10	19	2	19	-	2.2%	3.7%	0.4%	3.4%	-
Attrition from Exits	9	79	7	91	-	2.0%	15.3%	1.4%	16.3%	-
District Retention										
<b>Educator Retention</b>	505	484	553	523	-	95.6%	82.7%	98.2%	81.8%	-
Teacher Retention	442	418	486	450	-	95.9%	81.0%	98.2%	80.4%	-
	F				1	-				1
T 1 D		T .	· · · · · · · · · · · · · · · · · · ·		1	•	a	1 D		•

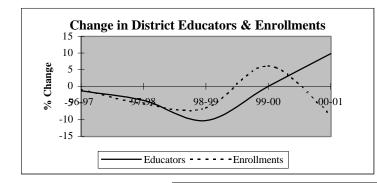
Teacher Retention	Di	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	82.2%	2.0%	15.8%				
1 Year of Experience	78.0%	3.8%	18.1%				
2 Years of Experience	79.3%	4.5%	16.2%				
3 Years of Experience	82.6%	5.8%	11.6%				
4 Years of Experience	91.4%	3.6%	5.0%				
5 Years of Experience	88.6%	2.0%	9.4%				

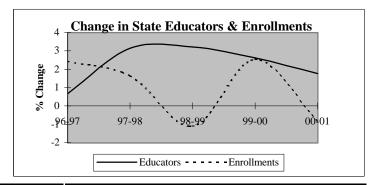
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages			Statev	ide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										
Race	11.0%	16.1%	21.0%	24.1%	23.8%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	6.8%	10.4%	12.4%	12.0%	9.5%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.0%	0.5%	0.7%	0.9%	0.8%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.6%	88.2%	87.0%	86.5%	88.2%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.9%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.4%	11.3%	12.3%	11.6%	10.9%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	S									
Student to Educator Ratio	15.5	15.3	16.0	16.9	14.1	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	18.3	18.3	19.1	20.3	16.6	19.2	18.8	18.1	18.0	17.6
Change in Educators	-1	-3	-7	0	6	-	-	-	-	-
% Change in Educators	-1.4%	-4.2%	-10.3%	0.0%	9.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-11	-58	-68	60	-87	-	-	-	-	-
% Change in Enrollment:	-1.0%	-5.3%	-6.5%	6.2%	-8.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.0%	0.0%	0.0%	0.0%	11.9%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	5.6%	5.9%	3.3%	4.9%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	9.9%	10.3%	13.1%	11.5%	10.4%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	18.8%	19.0%	20.7%	29.3%	31.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	25.0%	25.0%	50.0%	66.7%	66.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	25.0%	25.0%	50.0%	33.3%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.9	42.8	41.2	42.3	43.2	43.3	43.5	43.6	43.7	43.9
Average Experience	13.4	12.0	11.6	11.0	11.5	13.8	13.7	13.7	13.4	13.3
Average Salary	31,176	30,651	32,851	34,314	33,988	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	20.7%	19.2%	20.8%	29.2%	30.2%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	83.3%	82.5%	86.3%	80.4%	84.2%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	10.0%	12.3%	7.8%	13.7%	12.3%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	79.0%	na	87.5%	87.7%	87.3%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.7%	2.5%	1.5%	1.9%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%

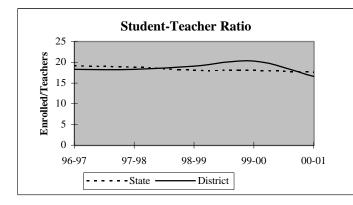
		Distr	rict Coun	ts		District Percentages					
Dynamics of the Workforce	1996-97 19	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	71	68	61	61	67	100.0%	6 100.0%	100.0%	100.0%	100.0%	
Retained Educators	57	53	53	42	49	80.3%	6 77.9%	86.9%	68.9%	73.1%	
Newly Hired	14	15	8	19	18	19.7%	6 22.1%	13.1%	31.1%	26.9%	
Transfers In	2	1	2	4	2	14.3%	6.7%	25.0%	21.1%	11.1%	
Reentrants	6	4	1	8	9	42.9%	6 26.7%	12.5%	42.1%	50.0%	
First Time Educators	6	10	5	7	7	42.9%	66.7%	62.5%	36.8%	38.9%	
Total Exiting Next Year	18	15	19	12	-	25.4%	6 22.1%	31.1%	19.7%	-	
Transfers Out	5	0	2	1	-	27.8%	6 0.0%	10.5%	8.3%	-	
Leave Tennessee Educ.	13	15	17	11	-	72.2%	6 100.0%	89.5%	91.7%	-	

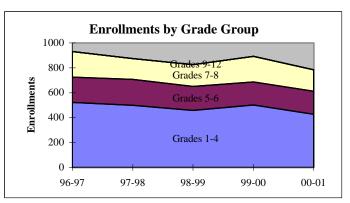
Dynamics Rates		Di			
District Attrition	25.4%	22.1%	31.1%	19.7%	-
Transfers In/Out	0.40	nc	1.00	4.00	-

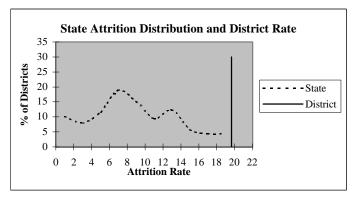
# District Report for: COVINGTON

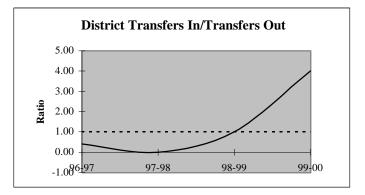
		Dis	strict Cou	nts		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	71	68	61	61	67	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	4	4	2	3	3	5.6%	5.9%	3.3%	4.9%	4.5%
Professional Staff	7	7	8	7	7	9.9%	10.3%	13.1%	11.5%	10.4%
Total Teachers	60	57	51	51	57	84.5%	83.8%	83.6%	83.6%	85.1%
Special Education	6	7	4	7	7	10.0%	12.3%	7.8%	13.7%	12.3%
Pre-K & Kindergarten	7	7	6	4	8	11.7%	12.3%	11.8%	7.8%	14.0%
Elementary (1-4)	28	25	27	22	24	46.7%	43.9%	52.9%	43.1%	42.1%
Middle School (5-6)	9	10	9	10	10	15.0%	17.5%	17.6%	19.6%	17.5%
Jr. High (7-8)	10	8	5	8	8	16.7%	14.0%	9.8%	15.7%	14.0%
High School (9-12)	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	1,099	1,041	973	1,033	946	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	1,099	1,041	973	1,033	946	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	143	140	123	122	142	13.0%	13.4%	12.6%	11.8%	15.0%
Grades 1-4	522	499	457	501	428	47.5%	47.9%	47.0%	48.5%	45.2%
Grades 5-6	204	207	193	185	183	18.6%	19.9%	19.8%	17.9%	19.3%
Grades 7-8	205	169	176	205	174	18.7%	16.2%	18.1%	19.8%	18.4%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	25	26	24	20	19	2.3%	2.5%	2.5%	1.9%	2.0%









		Dis	strict Cour	nts		District Percentages				
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>			<u> </u>						
Administrative	4	4	2	3	3	5.8%	6.3%	3.4%	5.2%	4.8%
White - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
White - Males	3	3	1	1	1	75.0%	75.0%	50.0%	33.3%	33.3%
Black - Females	1	1	1	1	1	25.0%	25.0%	50.0%	33.3%	33.3%
Black - Males	0	0	0	1	1	0.0%	0.0%	0.0%	33.3%	33.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	7	7	8	7	7	10.1%	11.1%	13.8%	12.1%	11.1%
White - Females	7	6	7	6	5	100.0%	85.7%	87.5%	85.7%	71.4%
White - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Females	0	1	1	1	2	0.0%	14.3%	12.5%	14.3%	28.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	58	52	48	48	53	84.1%	82.5%	82.8%	82.8%	84.1%
White - Females	39	35	32	28	33	67.2%	67.3%	66.7%	58.3%	62.3%
White - Males	7	7	6	6	4	12.1%	13.5%	12.5%	12.5%	7.5%
Black - Females	10	9	9	11	14	17.2%	17.3%	18.8%	22.9%	26.4%
Black - Males	2	1	1	3	2	3.4%	1.9%	2.1%	6.3%	3.8%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dis	strict Cour	nts	1		Distr	rict Percent	ages	
Teachers by Age Group	1996-97		1998-99		2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	1	0	3	0	1	2.1%	0.0%	8.1%	0.0%	2.6%
25-29	8	7	4	7	7	17.0%	17.9%	10.8%	19.4%	17.9%
30-34	2	4	7	4	3	4.3%	10.3%	18.9%	11.1%	7.7%
35-39	6	5	4	3	3	12.8%	12.8%	10.8%	8.3%	7.7%
40-45	7	3	3	6	5	14.9%	7.7%	8.1%	16.7%	12.8%
45-49	11	7	5	7	8	23.4%	17.9%	13.5%	19.4%	20.5%
50-54	3	7	6	6	8	6.4%	17.9%	16.2%	16.7%	20.5%
55+	9	6	5	3	4	19.1%	15.4%	13.5%	8.3%	10.3%
Average Age	42.9	42.8	41.2	42.3	43.2					
11/01/180	,				.5.2					
Experience Distribution			strict Cour					rict Percent		
Teachers by Experience	1996-97					<u> </u>	1997-98	1998-99	1999-00	2000-01
0-3 Years	17	20	17	18	19	28.3%	35.1%	33.3%	35.3%	33.3%
4-7 Years	8	9	10	9	10	13.3%	15.8%	19.6%	17.6%	17.5%
8-11 Years	4	4	4	6	4	6.7%	7.0%	7.8%	11.8%	7.0%
12-15 Years	5	3	4	2	5	8.3%	5.3%	7.8%	3.9%	8.8%
16-19 Years	8	5	1	4	4	13.3%	8.8%	2.0%	7.8%	7.0%

20+ Years

Average Experience

12

11.0

15

11.5

30.0%

28.1%

29.4%

15

11.6

16

12.0

18

13.4

26.3%

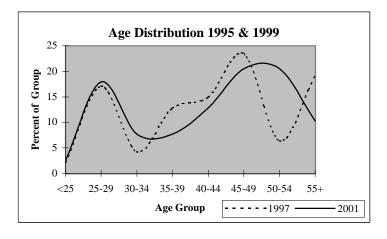
23.5%

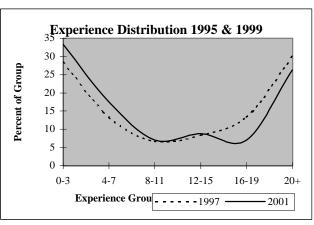
		Di	strict Cou	nts			I	District Rate	es	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	18	15	19	12	-	25.49	6 22.1%	31.1%	19.7%	=
Attrition from Transfers	5	0	2	1	-	7.09	6 0.0%	3.3%	1.6%	-
Attrition from Exits	13	15	17	11	-	18.39	6 22.1%	27.9%	18.0%	=
Teacher Attrition	17	12	18	11	-	28.39	6 21.1%	35.3%	21.6%	=
Attrition from Transfers	5	0	2	1	-	8.39	6 0.0%	3.9%	2.0%	-
Attrition from Exits	12	12	16	10	-	20.09	6 21.1%	31.4%	19.6%	-
District Retention										
<b>Educator Retention</b>	53	53	42	49	-	74.69	6 77.9%	68.9%	80.3%	-
Teacher Retention	43	45	33	40	-	71.79	6 78.9%	64.7%	78.4%	-
	-				=					-
Teacher Retention		D	istrict Rat	es			Statewi	de Rates		
5 X A	D.4.	D . 4 1	т	A 44	11	D . (	1 T	T-4-1	A 44	

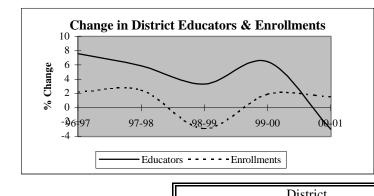
Teacher Retention	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	50.0%	12.5%	37.5%				
1 Year of Experience	58.3%	0.0%	41.7%				
2 Years of Experience	70.6%	11.8%	17.6%				
3 Years of Experience	66.7%	6.7%	26.7%				
4 Years of Experience	91.7%	8.3%	0.0%				
5 Years of Experience	78.6%	7.1%	14.3%				

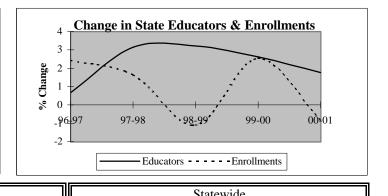
-	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-9	97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	9.5%	21.3%	25.7%	20.6%	18.6%	8.7	<b>1</b> %	12.8%	16.1%	18.9%	19.5%
Sex	8.3%	16.0%	19.0%	12.7%	17.1%	4.6	5%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	2.8%	0.0%	0.0%	1.6%	0.0%	1.1	%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	80.3%	79.4%	90.2%	73.8%	76.1%	90.2	2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1	%	0.1%	0.1%	0.2%	0.3%
% Other Increment	16.9%	20.6%	9.8%	24.6%	23.9%	8.6	5%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	15.2	14.7	13.8	13.2	13.9	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.2	17.7	16.5	15.6	16.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	6	5	3	6	-3	-	-	-	-	-	
% Change in Educators	7.6%	5.9%	3.3%	6.5%	-3.0%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	28	32	-39	24	20	-	-	-	-	-	
% Change in Enrollment:	2.2%	2.5%	-2.9%	1.9%	1.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.0%	2.2%	0.0%	3.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.9%	5.6%	5.4%	5.1%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.6%	11.1%	10.8%	10.1%	10.4%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	2.4%	2.3%	3.4%	3.2%	4.3%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	20.0%	20.0%	20.0%	20.0%	20.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	0.0%	0.0%	0.0%	0.0%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	38.5	39.1	39.3	40.3	41.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	10.6	10.9	11.2	11.3	12.2	13.8	13.7	13.7	13.4	13.3	
Average Salary	28,804	27,463	30,602	32,200	32,140	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.5%	1.4%	2.7%	2.5%	3.9%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	71.8%	73.3%	71.8%	72.6%	75.3%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	12.7%	10.7%	12.8%	14.3%	12.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	14.1%	na	12.9%	13.4%	12.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.1%	0.9%	0.6%	0.5%	0.4%	1.7%	1.6%	1.8%	1.8%	1.8%	

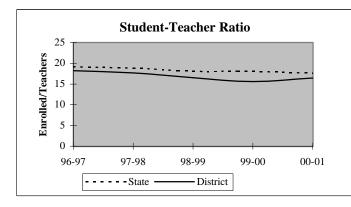
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	85	90	93	99	96		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	73	79	80	86	88		85.9%	87.8%	86.0%	86.9%	91.7%
Newly Hired	12	11	13	13	8		14.1%	12.2%	14.0%	13.1%	8.3%
Transfers In	1	3	1	1	1		8.3%	27.3%	7.7%	7.7%	12.5%
Reentrants	1	1	4	7	1		8.3%	9.1%	30.8%	53.8%	12.5%
First Time Educators	10	7	8	5	6		83.3%	63.6%	61.5%	38.5%	75.0%
Total Exiting Next Year	6	10	7	11	-		7.1%	11.1%	7.5%	11.1%	-
Transfers Out	3	4	4	4	=		50.0%	40.0%	57.1%	36.4%	-
Leave Tennessee Educ.	3	6	3	7	-		50.0%	60.0%	42.9%	63.6%	-

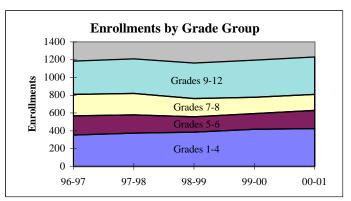
Dynamics Rates	District Rates									
District Attrition	7.1%	11.1%	7.5%	11.1%	-					
Transfers In/Out	0.33	0.75	0.25	0.25	-					

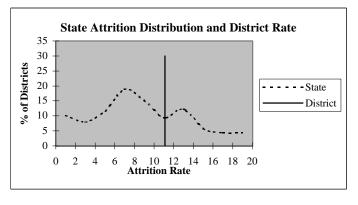
# District Report for: TROUSDALE COUNTY

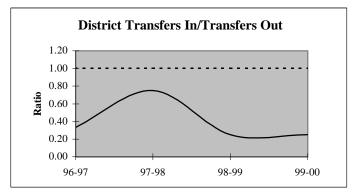
		Dis	strict Cou	nts		District Percentages						
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	85	90	93	99	96	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	5	5	5	5	5	5.9%	5.6%	5.4%	5.1%	5.2%		
Professional Staff	9	10	10	10	10	10.6%	11.1%	10.8%	10.1%	10.4%		
Total Teachers	71	75	78	84	81	83.5%	83.3%	83.9%	84.8%	84.4%		
Special Education	9	8	10	12	10	12.7%	10.7%	12.8%	14.3%	12.3%		
Pre-K & Kindergarten	5	5	4	4	5	7.0%	6.7%	5.1%	4.8%	6.2%		
Elementary (1-4)	23	24	27	30	29	32.4%	32.0%	34.6%	35.7%	35.8%		
Middle School (5-6)	9	9	9	9	10	12.7%	12.0%	11.5%	10.7%	12.3%		
Jr. High (7-8)	8	9	8	10	6	11.3%	12.0%	10.3%	11.9%	7.4%		
High School (9-12)	17	20	20	19	21	23.9%	26.7%	25.6%	22.6%	25.9%		
Business	0	1	1	1	1	0.0%	5.0%	5.0%	5.3%	4.8%		
Language Arts	3	3	3	4	4	17.6%	15.0%	15.0%	21.1%	19.0%		
Social Studies	1	2	2	2	3	5.9%	10.0%	10.0%	10.5%	14.3%		
Foreign Language	1	1	1	1	1	5.9%	5.0%	5.0%	5.3%	4.8%		
Mathematics	2	2	3	3	3	11.8%	10.0%	15.0%	15.8%	14.3%		
Science	2	2	2	2	3	11.8%	10.0%	10.0%	10.5%	14.3%		
Vocational Education	2	3	3	3	2	11.8%	15.0%	15.0%	15.8%	9.5%		
Other High School	6	6	5	3	4	35.3%	30.0%	25.0%	15.8%	19.0%		

Total Enrollments	1,294	1,326	1,287	1,311	1,331	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	98	106	110	108	94	7.6%	8.0%	8.5%	8.2%	7.1%
Grades 1-4	354	376	386	417	426	27.4%	28.4%	30.0%	31.8%	32.0%
Grades 5-6	215	203	172	176	203	16.6%	15.3%	13.4%	13.4%	15.3%
Grades 7-8	240	243	205	183	179	18.5%	18.3%	15.9%	14.0%	13.4%
Grades 9-12	376	386	400	420	424	29.1%	29.1%	31.1%	32.0%	31.9%
Ungraded	11	12	14	7	5	0.9%	0.9%	1.1%	0.5%	0.4%









District Percentages

**District Counts** 

	District Counts					District Percentages					
Profile by	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Known Race and Gender											
Administrative	5	5	5	5	5	6.1%	5.7%	5.6%	5.3%	5.4%	
White - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	20.0%	
White - Males	4	4	4	4	3	80.0%	80.0%	80.0%	80.0%	60.0%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	1	1	1	1	1	20.0%	20.0%	20.0%	20.0%	20.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Professional Staff	9	10	10	10	10	11.0%	11.5%	11.2%	10.5%	10.9%	
White - Females	8	8	8	8	7	88.9%	80.0%	80.0%	80.0%	70.0%	
White - Males	1	2	2	2	3	11.1%	20.0%	20.0%	20.0%	30.0%	
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Teachers	68	72	74	80	77	82.9%	82.8%	83.1%	84.2%	83.7%	
White - Females	48	52	52	57	56	70.6%	72.2%	70.3%	71.3%	72.7%	
White - Males	19	19	20	21	18	27.9%	26.4%	27.0%	26.3%	23.4%	
Black - Females	1	1	1	1	1	1.5%	1.4%	1.4%	1.3%	1.3%	
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Other - Females	0	0	1	1	2	0.0%	0.0%	1.4%	1.3%	2.6%	
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Aga Distribution		Diata	rict Coun	te	<del></del> 1		Dist	iot Dancanta	ngge		
Age Distribution	1006.07				2000 01	District Percentages					
Teachers by Age Group	<u></u>			1999-00		1996-97	1997-98	1998-99	1999-00	2000-01	
Up to 24	5	3	1	1	2	8.3%	4.7%	1.5%	1.4%	3.0%	
25-29	12	16	18	14	6	20.0%	25.0%	27.7%	20.3%	9.1%	
30-34	5	5	7	11	16	8.3%	7.8%	10.8%	15.9%	24.2%	
35-39	10	10	9	7	5	16.7%	15.6%	13.8%	10.1%	7.6%	
40-45	5	4	4	8	11	8.3%	6.3%	6.2%	11.6%	16.7%	
45-49	14	15	12	9	8	23.3%	23.4%	18.5%	13.0%	12.1%	
50-54	7	8	10	15	12	11.7%	12.5%	15.4%	21.7%	18.2%	
55+	2	3	4	4	6	3.3%	4.7%	6.2%	5.8%	9.1%	
Average Age	38.5	39.1	39.3	40.3	41.1						
Experience Distribution	District Counts 1996-97 1997-98 1998-99 1999-00 2000-01					District Percentages					
Teachers by Experience	1996-97 1	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
0-3 Years	27	24	23	25	22	38.0%	32.0%	29.5%	29.8%	27.2%	
4-7 Years	7	11	15	18	18	9.9%	14.7%	19.2%	21.4%	22.2%	
				_	4	0.50/	0.20/	<b>6</b> 10/	C 00/	4.9%	
8-11 Years	6	7	5	5	4	8.5%	9.3%	6.4%	6.0%		
12-15 Years	8	9	8	6	7	11.3%	12.0%	10.3%	7.1%	8.6%	
12-15 Years 16-19 Years	8 5	9 5	8 8	6 10	7 8	11.3% 7.0%	12.0% 6.7%	10.3% 10.3%	7.1% 11.9%	8.6% 9.9%	
12-15 Years	8	9	8	6	7	11.3%	12.0%	10.3%	7.1%	8.6%	

Average Experience

10.6

10.9

11.3

12.2

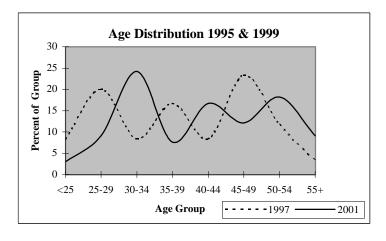
11.2

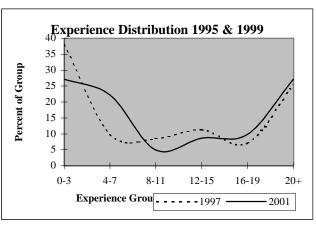
		Di	strict Cou	nts		District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	6	10	7	11	=	7.1%	11.1%	7.5%	11.1%	=
Attrition from Transfers	3	4	4	4	-	3.5%	4.4%	4.3%	4.0%	-
Attrition from Exits	3	6	3	7	-	3.5%	6.7%	3.2%	7.1%	-
Teacher Attrition	6	9	7	11	-	8.5%	12.0%	9.0%	13.1%	-
Attrition from Transfers	3	4	4	4	-	4.2%	5.3%	5.1%	4.8%	-
Attrition from Exits	3	5	3	7	=	4.2%	6.7%	3.8%	8.3%	=
District Retention										
<b>Educator Retention</b>	79	80	86	88	-	92.9%	88.9%	92.5%	88.9%	-
Teacher Retention	65	66	71	73	-	91.5%	88.0%	91.0%	86.9%	-
					a					•

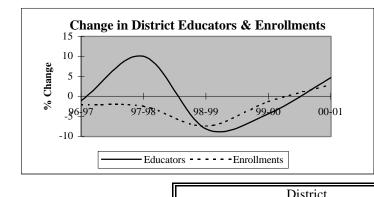
Teacher Retention	Di	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	72.2%	13.9%	13.9%
1 Year of Experience	78.8%	15.2%	6.1%
2 Years of Experience	80.6%	9.7%	9.7%
3 Years of Experience	95.7%	4.3%	0.0%
4 Years of Experience	90.5%	0.0%	9.5%
5 Years of Experience	88.2%	11.8%	0.0%

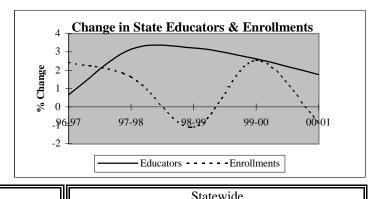
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	18.0%	21.6%	23.6%	24.5%	21.9%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	9.0%	12.4%	13.2%	9.8%	11.5%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.0%	0.0%	1.0%	5.2%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	85.9%	90.0%	87.1%	86.9%	87.5%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	1.1%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	14.1%	8.9%	12.9%	12.1%	7.3%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s									<del></del> _	
Student to Educator Ratio	16.2	14.4	14.5	14.9	14.7	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	19.0	17.0	17.5	18.0	17.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-2	18	-16	-8	8	-	-	-	-	-	
% Change in Educators	-1.1%	10.1%	-8.1%	-4.4%	4.6%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-61	-72	-213	-35	74	-	-	-	-	-	
% Change in Enrollments	-2.1%	-2.5%	-7.5%	-1.3%	2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.1%	0.0%	0.0%	0.0%	3.3%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.0%	5.6%	6.1%	5.8%	4.4%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.5%	9.6%	11.0%	11.0%	11.0%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.1%	2.1%	1.1%	1.2%	0.6%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	22.2%	18.2%	18.2%	20.0%	25.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.1	43.8	44.3	45.0	45.4	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.5	14.1	15.2	15.6	15.6	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,694	29,942	31,414	32,822	32,451	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	1.3%	2.4%	1.4%	1.4%	0.7%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	79.1%	78.4%	77.3%	77.1%	75.8%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	12.4%	14.4%	12.0%	13.2%	11.8%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	3.7%	na	3.4%	3.4%	3.6%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.6%	3.1%	0.4%	3.1%	3.2%	1.7%	1.6%	1.8%	1.8%	1.8%	

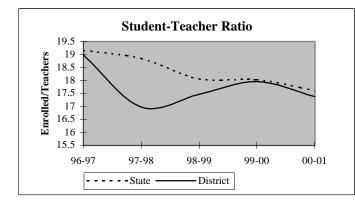
		Dis	trict Cou	nts		District Percentages				
Dynamics of the Workforce	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	179	197	181	173	181	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	166	172	165	161	164	 92.7%	87.3%	91.2%	93.1%	90.6%
Newly Hired	13	25	16	12	17	7.3%	12.7%	8.8%	6.9%	9.4%
Transfers In	2	6	1	2	1	15.4%	24.0%	6.3%	16.7%	5.9%
Reentrants	2	5	6	3	7	15.4%	20.0%	37.5%	25.0%	41.2%
First Time Educators	9	14	9	7	9	 69.2%	56.0%	56.3%	58.3%	52.9%
Total Exiting Next Year	7	32	20	9	-	3.9%	16.2%	11.0%	5.2%	-
Transfers Out	6	7	1	0	-	85.7%	21.9%	5.0%	0.0%	-
Leave Tennessee Educ.	1	25	19	9	-	14.3%	78.1%	95.0%	100.0%	-

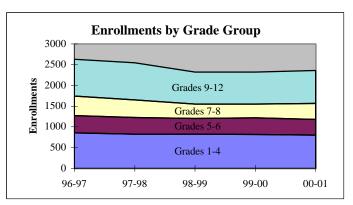
Dynamics Rates	District Rates									
District Attrition	3.9%	16.2%	11.0%	5.2%	-					
Transfers In/Out	0.33	0.86	1.00	nc	-					

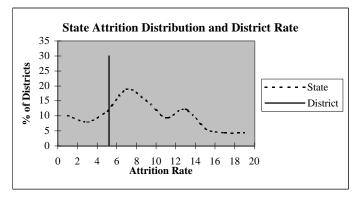
## District Report for: UNICOI COUNTY

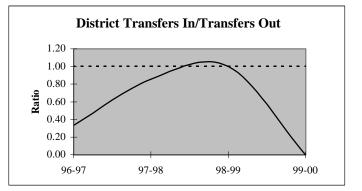
		Dis	trict Coun	ts		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	179	197	181	173	181	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	11	11	10	8	5.0%	5.6%	6.1%	5.8%	4.4%
Professional Staff	17	19	20	19	20	9.5%	9.6%	11.0%	11.0%	11.0%
Total Teachers	153	167	150	144	153	85.5%	84.8%	82.9%	83.2%	84.5%
Special Education	19	24	18	19	18	12.4%	14.4%	12.0%	13.2%	11.8%
Pre-K & Kindergarten	12	11	12	12	15	7.8%	6.6%	8.0%	8.3%	9.8%
Elementary (1-4)	51	52	44	45	45	33.3%	31.1%	29.3%	31.3%	29.4%
Middle School (5-6)	16	18	16	15	14	10.5%	10.8%	10.7%	10.4%	9.2%
Jr. High (7-8)	19	22	20	18	19	12.4%	13.2%	13.3%	12.5%	12.4%
High School (9-12)	36	40	40	35	42	23.5%	24.0%	26.7%	24.3%	27.5%
Business	1	1	0	0	0	2.8%	2.5%	0.0%	0.0%	0.0%
Language Arts	5	3	4	3	5	13.9%	7.5%	10.0%	8.6%	11.9%
Social Studies	4	4	4	5	5	11.1%	10.0%	10.0%	14.3%	11.9%
Foreign Language	2	2	2	1	2	5.6%	5.0%	5.0%	2.9%	4.8%
Mathematics	4	5	5	5	4	11.1%	12.5%	12.5%	14.3%	9.5%
Science	3	2	4	3	4	8.3%	5.0%	10.0%	8.6%	9.5%
Vocational Education	12	12	14	12	15	33.3%	30.0%	35.0%	34.3%	35.7%
Other High School	5	11	7	6	7	13.9%	27.5%	17.5%	17.1%	16.7%
T-4-1 F114-	2.005	2.022	2.620	2 505	2.650	100.00/	100.00/	100.00/	100.00/	100.00/

Total Enrollments	2,905	2,833	2,620	2,585	2,659	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	211	202	195	188	215	7.3%	7.1%	7.4%	7.3%	8.1%
Grades 1-4	856	824	823	820	803	29.5%	29.1%	31.4%	31.7%	30.2%
Grades 5-6	419	399	378	398	378	14.4%	14.1%	14.4%	15.4%	14.2%
Grades 7-8	470	425	347	332	388	16.2%	15.0%	13.2%	12.8%	14.6%
Grades 9-12	883	894	777	768	791	30.4%	31.6%	29.7%	29.7%	29.7%
Ungraded	66	89	100	79	84	2.3%	3.1%	3.8%	3.1%	3.2%









District Percentages

**District Counts** 

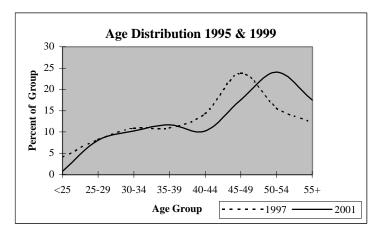
			rict Count				Distr	ict Percenta	iges	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	9	11	11	10	8	5.1%	5.7%	6.3%	6.0%	4.6%
White - Females	2	2	2	2	2	22.2%	18.2%	18.2%	20.0%	25.0%
White - Males	7	9	9	8	6	77.8%	81.8%	81.8%	80.0%	75.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	17	19	20	19	20	9.7%	9.8%	11.4%	11.4%	11.5%
White - Females	12	13	15	15	15	70.6%	68.4%	75.0%	78.9%	75.0%
White - Males	5	6	5	4	5	29.4%	31.6%	25.0%	21.1%	25.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	149	164	145	138	146	85.1%	84.5%	82.4%	82.6%	83.9%
White - Females	118	128	113	108	114	79.2%	78.0%	77.9%	78.3%	78.1%
White - Males	29	32	30	28	31	19.5%	19.5%	20.7%	20.3%	21.2%
Black - Females	2	2	2	2	1	1.3%	1.2%	1.4%	1.4%	0.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	2	0	0	0	0.0%	1.2%	0.0%	0.0%	0.0%
	Īr .				<del></del> 1		5.			ī
Age Distribution			rict Count					ict Percenta		
Teachers by Age Group	<u></u>	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	6	997-98 1	998-99 1	999-00 2	1	4.1%	1997-98	1998-99	1999-00	0.7%
Teachers by Age Group Up to 24 25-29	6 12	997-98 1 1 16	998-99 1 1 14	999-00 2 1 10	1 11	4.1% 8.2%	1997-98 0.6% 10.4%	1998-99 0.7% 10.0%	1999-00 0.8% 7.6%	0.7% 8.0%
Teachers by Age Group Up to 24 25-29 30-34	6 12 16	997-98 1 1 16 21	998-99 1 1 14 15	999-00 2 1 10 16	1 11 14	4.1% 8.2% 10.9%	1997-98 0.6% 10.4% 13.6%	1998-99 0.7% 10.0% 10.7%	1999-00 0.8% 7.6% 12.1%	0.7% 8.0% 10.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39	6 12 16 16	997-98 1 1 16 21 13	998-99 1 1 14 15 15	999-00 2 1 10 16 13	1 11	4.1% 8.2% 10.9% 10.9%	0.6% 10.4% 13.6% 8.4%	0.7% 10.0% 10.7% 10.7%	1999-00 0.8% 7.6% 12.1% 9.8%	0.7% 8.0% 10.2% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	6 12 16 16 21	997-98 1 1 16 21 13 19	998-99 1 1 14 15 15 17	999-00 2 1 10 16 13 15	1 11 14 16 14	4.1% 8.2% 10.9% 10.9% 14.3%	0.6% 10.4% 13.6% 8.4% 12.3%	0.7% 10.0% 10.7% 10.7% 10.7% 12.1%	1999-00 0.8% 7.6% 12.1% 9.8% 11.4%	0.7% 8.0% 10.2% 11.7% 10.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 12 16 16 21 35	997-98 1 1 16 21 13 19 35	998-99 1 1 14 15 15 17 28	999-00 2 1 10 16 13 15 25	1 11 14 16 14 24	4.1% 8.2% 10.9% 10.9% 14.3% 23.8%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7%	0.7% 10.0% 10.7% 10.7% 10.7% 12.1% 20.0%	1999-00 0.8% 7.6% 12.1% 9.8% 11.4% 18.9%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 12 16 16 21 35 23	997-98 1 1 16 21 13 19 35 29	998-99 1 1 14 15 15 17 28 31	999-00 2 1 10 16 13 15 25 32	1 11 14 16 14 24 33	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1%	1999-00 0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	6 12 16 16 21 35	997-98 1 1 16 21 13 19 35	998-99 1 1 14 15 15 17 28	999-00 2 1 10 16 13 15 25	1 11 14 16 14 24	4.1% 8.2% 10.9% 10.9% 14.3% 23.8%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7%	0.7% 10.0% 10.7% 10.7% 10.7% 12.1% 20.0%	1999-00 0.8% 7.6% 12.1% 9.8% 11.4% 18.9%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	6 12 16 16 21 35 23	997-98 1 1 16 21 13 19 35 29	998-99 1 1 14 15 15 17 28 31	999-00 2 1 10 16 13 15 25 32	1 11 14 16 14 24 33	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1%	1999-00 0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	6 12 16 16 21 35 23 18	997-98 1 1 16 21 13 19 35 29 20	998-99 1 1 14 15 15 17 28 31 19	999-00 2 1 10 16 13 15 25 32 20	1 11 14 16 14 24 33 24	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1%	1999-00 0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	6 12 16 16 21 35 23 18	997-98 1 1 16 21 13 19 35 29 20 43.8	998-99 1 1 14 15 15 17 28 31 19 44.3	999-00 2 1 10 16 13 15 25 32 20 45.0	1 11 14 16 14 24 33 24	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8% 13.0%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1% 13.6%	1999-00 0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2% 15.2%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	6 12 16 16 21 35 23 18 43.1	997-98 1 16 21 13 19 35 29 20 43.8	998-99 1 1 14 15 15 17 28 31 19 44.3	999-00 2 1 10 16 13 15 25 32 20 45.0	1 11 14 16 14 24 33 24 45.4	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6% 12.2%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8% 13.0%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1% 13.6%	1999-00 0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2% 15.2%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	6 12 16 16 21 35 23 18 43.1	997-98 1 1 16 21 13 19 35 29 20 43.8 Distr	998-99 1 1 14 15 15 17 28 31 19 44.3	999-00 2 1 10 16 13 15 25 32 20 45.0	1 11 14 16 14 24 33 24 45.4	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6% 12.2%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8% 13.0%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1% 13.6%  ict Percenta	1999-00  0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2% 15.2%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	6 12 16 16 21 35 23 18 43.1	997-98 1 16 21 13 19 35 29 20 43.8 Distr	998-99 1 14 15 15 17 28 31 19 44.3	999-00 2 1 10 16 13 15 25 32 20 45.0	1 11 14 16 14 24 33 24 45.4	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6% 12.2%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8% 13.0%  District 1997-98	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1% 13.6%  dict Percenta 1998-99 16.0%	1999-00  0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2% 15.2%  1999-00  15.3%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1% 17.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	6 12 16 16 21 35 23 18 43.1	997-98 1 1 16 21 13 19 35 29 20 43.8 Distr 997-98 1 35 18	998-99 1 1 14 15 15 17 28 31 19 44.3 rict Count: 998-99 1 24 19	999-00 2 1 10 16 13 15 25 32 20 45.0 8 999-00 2 19	1 11 14 16 14 24 33 24 45.4	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6% 12.2% 1996-97 21.6% 7.8%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8% 13.0%  District 1997-98 10.8%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1% 13.6%  act Percenta 1998-99 16.0% 12.7%	1999-00  0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2% 15.2%  1999-00  15.3% 13.2%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1% 17.5% 2000-01 18.3% 12.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	6 12 16 16 21 35 23 18 43.1 1996-97 1 33 12 15	997-98 1 1 16 21 13 19 35 29 20 43.8 Distr 997-98 1 35 18 18	998-99 1 1 14 15 15 17 28 31 19 44.3 rict Count: 998-99 1 24 19 13	999-00 2 1 10 16 13 15 25 32 20 45.0 8 999-00 2 19 11	1 11 14 16 14 24 33 24 45.4	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6% 12.2% 1996-97 21.6% 7.8% 9.8%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8% 13.0%  District 1997-98 21.0% 10.8%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1% 13.6%  ict Percenta 1998-99 16.0% 12.7% 8.7%	1999-00  0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2% 15.2%  1999-00  15.3% 13.2% 7.6%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1% 17.5% 2000-01 18.3% 12.4% 6.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	6 12 16 16 21 35 23 18 43.1 1996-97 1 33 12 15 25	997-98 1 1 16 21 13 19 35 29 20 43.8 Distr 997-98 1 35 18 18 23	998-99 1 1 14 15 15 17 28 31 19 44.3 rict Count: 998-99 1 24 19 13 20	999-00 2 1 10 16 13 15 25 32 20 45.0 s 999-00 2 19 11 19	1 11 14 16 14 24 33 24 45.4 000-01 28 19 10 16	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6% 12.2% 1996-97 21.6% 7.8% 9.8% 16.3%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8% 13.0%  District 1997-98  21.0% 10.8% 10.8% 13.8%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1% 13.6%  ict Percenta 1998-99 16.0% 12.7% 8.7% 13.3%	1999-00  0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2% 15.2%  1999-00  15.3% 13.2% 7.6% 13.2%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1% 17.5% 2000-01 18.3% 12.4% 6.5% 10.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	6 12 16 16 21 35 23 18 43.1 1996-97 1 33 12 15 25 18	997-98 1 1 16 21 13 19 35 29 20 43.8 Distr 997-98 1 35 18 18 23 20	998-99 1 1 14 15 17 28 31 19 44.3 rict Counts 998-99 1 24 19 13 20 19	999-00 2 1 10 16 13 15 25 32 20 45.0 8 999-00 2 19 11 19 18	1 11 14 16 14 24 33 24 45.4 45.4 000-01 28 19 10 16 23	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6% 12.2% 1996-97 21.6% 7.8% 9.8% 16.3% 11.8%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8% 13.0%  District 1997-98  21.0% 10.8% 10.8% 13.8% 12.0%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1% 13.6%  ict Percenta 1998-99 16.0% 12.7% 8.7% 13.3% 12.7%	1999-00  0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2% 15.2%  1999-00  15.3% 13.2% 7.6% 13.2% 12.5%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1% 17.5% 2000-01 18.3% 12.4% 6.5% 10.5% 15.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	6 12 16 16 21 35 23 18 43.1 1996-97 1 33 12 15 25	997-98 1 1 16 21 13 19 35 29 20 43.8 Distr 997-98 1 35 18 18 23	998-99 1 1 14 15 15 17 28 31 19 44.3 rict Count: 998-99 1 24 19 13 20	999-00 2 1 10 16 13 15 25 32 20 45.0 s 999-00 2 19 11 19	1 11 14 16 14 24 33 24 45.4 000-01 28 19 10 16	4.1% 8.2% 10.9% 10.9% 14.3% 23.8% 15.6% 12.2% 1996-97 21.6% 7.8% 9.8% 16.3%	0.6% 10.4% 13.6% 8.4% 12.3% 22.7% 18.8% 13.0%  District 1997-98  21.0% 10.8% 10.8% 13.8%	0.7% 10.0% 10.7% 10.7% 12.1% 20.0% 22.1% 13.6%  ict Percenta 1998-99 16.0% 12.7% 8.7% 13.3%	1999-00  0.8% 7.6% 12.1% 9.8% 11.4% 18.9% 24.2% 15.2%  1999-00  15.3% 13.2% 7.6% 13.2%	0.7% 8.0% 10.2% 11.7% 10.2% 17.5% 24.1% 17.5%  2000-01  18.3% 12.4% 6.5% 10.5%

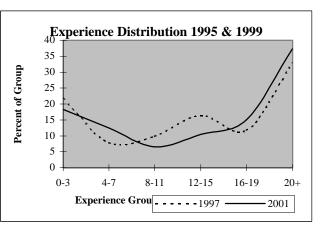
		District Counts						District Rates				
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	7	32	20	9	-	ľ	3.9%	16.2%	11.0%	5.2%	-	
Attrition from Transfers	6	7	1	0	-	_	3.4%	3.6%	0.6%	0.0%	-	
Attrition from Exits	1	25	19	9	-		0.6%	12.7%	10.5%	5.2%	=	
Teacher Attrition	7	30	16	6	-		4.6%	18.0%	10.7%	4.2%	-	
Attrition from Transfers	6	6	0	0	-		3.9%	3.6%	0.0%	0.0%	-	
Attrition from Exits	1	24	16	6	-		0.7%	14.4%	10.7%	4.2%	-	
District Retention												
<b>Educator Retention</b>	172	165	161	164	-		96.1%	83.8%	89.0%	94.8%	-	
Teacher Retention	146	137	134	138	-		95.4%	82.0%	89.3%	95.8%	-	

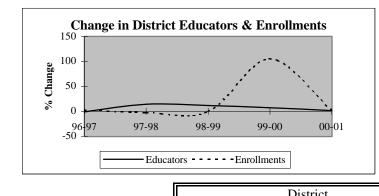
Teacher Retention	D:	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	69.8%	11.6%	18.6%				
1 Year of Experience	79.4%	8.8%	11.8%				
2 Years of Experience	77.1%	2.9%	20.0%				
3 Years of Experience	88.9%	3.7%	7.4%				
4 Years of Experience	88.5%	0.0%	11.5%				
5 Years of Experience	95.7%	0.0%	4.3%				

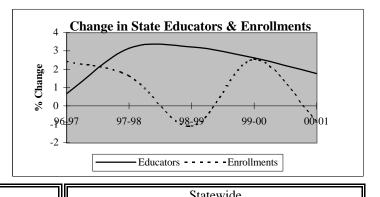
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	7.8%	12.3%	16.5%	13.8%	15.4%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.7%	7.8%	12.7%	9.2%	9.3%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.1%	2.0%	1.7%	0.6%	0.6%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	92.7%	88.3%	90.1%	93.1%	90.6%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.6%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.1%	9.6%	8.3%	5.8%	8.8%		8.6%	9.3%	9.4%	11.0%	10.3%









		District					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Supply & Demand Indicator	S	<del></del>					<u> </u>			<del></del>		
Student to Educator Ratio	9.0	7.7	6.8	13.1	13.1	16.4	16.2	15.5	15.5	15.1		
Student to Teacher Ratio	10.7	9.0	7.9	15.1	14.9	19.2	18.8	18.1	18.0	17.6		
Change in Educators	-2	25	23	16	3	-	-	-	-	-		
% Change in Educators	-1.1%	14.3%	11.5%	7.2%	1.3%	0.7%	3.1%	3.2%	2.6%	1.8%		
Change in Enrollments	29	-44	-11	1,605	37	-	-	-	-	-		
% Change in Enrollment:	1.9%	-2.8%	-0.7%	105.2%	1.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%		
Workforce												
% Part-Time	0.6%	1.0%	0.4%	1.3%	10.3%	0.7%	0.7%	0.7%	0.7%	6.9%		
% Administrative Staff	6.3%	5.5%	4.9%	4.6%	4.1%	4.5%	4.5%	4.4%	4.4%	4.3%		
% Professional Staff	9.1%	9.0%	8.5%	8.4%	7.9%	9.6%	9.5%	9.6%	9.6%	9.7%		
% Minority	0.0%	0.5%	0.9%	0.4%	1.3%	12.1%	12.3%	12.4%	12.6%	12.8%		
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%		
% Female in Admin.	18.2%	18.2%	18.2%	18.2%	20.0%	36.3%	37.4%	38.6%	40.6%	41.5%		
Teachers												
Average Age	39.9	40.5	40.3	41.4	43.1	43.3	43.5	43.6	43.7	43.9		
Average Experience	11.7	11.2	10.2	10.4	10.5	13.8	13.7	13.7	13.4	13.3		
Average Salary	27,743	27,262	28,385	31,104	30,427	33,907	34,370	35,839	36,884	36,619		
% Minority Teachers	0.0%	0.6%	1.1%	0.5%	1.5%	12.0%	12.1%	12.3%	12.5%	12.6%		
% Female Teachers	81.1%	78.9%	78.8%	77.4%	73.7%	79.2%	79.4%	79.4%	79.4%	79.6%		
% Special Ed. Teachers	11.5%	11.7%	13.0%	13.5%	11.7%	10.9%	10.8%	10.9%	10.8%	10.7%		
Enrollment												
% Minority	0.2%	na	0.2%	0.3%	0.3%	26.0%	na	26.5%	27.3%	27.7%		
% Special Education	1.2%	1.5%	1.7%	1.2%	2.0%	1.7%	1.6%	1.8%	1.8%	1.8%		

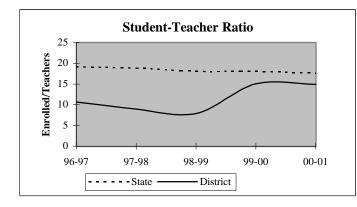
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	175	200	223	239	242		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	164	166	189	205	198		93.7%	83.0%	84.8%	85.8%	81.8%
Newly Hired	11	34	34	34	44		6.3%	17.0%	15.2%	14.2%	18.2%
Transfers In	2	6	2	6	5		18.2%	17.6%	5.9%	17.6%	11.4%
Reentrants	5	8	10	7	8		45.5%	23.5%	29.4%	20.6%	18.2%
First Time Educators	4	20	22	21	31		36.4%	58.8%	64.7%	61.8%	70.5%
Total Exiting Next Year	9	11	18	41	-		5.1%	5.5%	8.1%	17.2%	-
Transfers Out	2	3	9	16	-		22.2%	27.3%	50.0%	39.0%	=.
Leave Tennessee Educ.	7	8	9	25	-		77.8%	72.7%	50.0%	61.0%	-

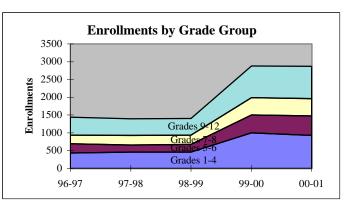
Dynamics Rates	District Rates							
District Attrition	5.1%	5.5%	8.1%	17.2%	-			
Transfers In/Out	1.00	2.00	0.22	0.38	-			

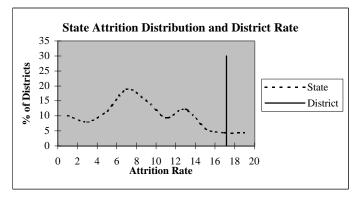
# District Report for: UNION COUNTY

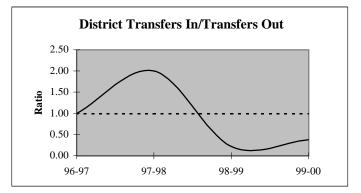
		Dis	trict Coun	its		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	175	200	223	239	242	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	11	11	11	11	10	6.3%	5.5%	4.9%	4.6%	4.1%	
Professional Staff	16	18	19	20	19	9.1%	9.0%	8.5%	8.4%	7.9%	
Total Teachers	148	171	193	208	213	84.6%	85.5%	86.5%	87.0%	88.0%	
Special Education	17	20	25	28	25	11.5%	11.7%	13.0%	13.5%	11.7%	
Pre-K & Kindergarten	11	10	13	13	10	7.4%	5.8%	6.7%	6.3%	4.7%	
Elementary (1-4)	55	65	67	70	69	37.2%	38.0%	34.7%	33.7%	32.4%	
Middle School (5-6)	16	17	17	22	27	10.8%	9.9%	8.8%	10.6%	12.7%	
Jr. High (7-8)	12	13	18	18	25	8.1%	7.6%	9.3%	8.7%	11.7%	
High School (9-12)	37	46	53	57	57	25.0%	26.9%	27.5%	27.4%	26.8%	
Business	0	3	4	4	5	0.0%	6.5%	7.5%	7.0%	8.8%	
Language Arts	4	5	6	8	6	10.8%	10.9%	11.3%	14.0%	10.5%	
Social Studies	5	7	7	8	7	13.5%	15.2%	13.2%	14.0%	12.3%	
Foreign Language	1	2	2	2	2	2.7%	4.3%	3.8%	3.5%	3.5%	
Mathematics	5	5	5	5	6	13.5%	10.9%	9.4%	8.8%	10.5%	
Science	3	3	4	7	4	8.1%	6.5%	7.5%	12.3%	7.0%	
Vocational Education	9	9	10	11	11	24.3%	19.6%	18.9%	19.3%	19.3%	
Other High School	10	12	15	12	16	27.0%	26.1%	28.3%	21.1%	28.1%	
Total Enrollments	1 581	1 537	1 526	3 131	3 168	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	1,581	1,537	1,526	3,131	3,168	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	120	117	98	217	237	7.6%	7.6%	6.4%	6.9%	7.5%
Grades 1-4	430	457	462	997	928	27.2%	29.7%	30.3%	31.8%	29.3%
Grades 5-6	259	202	211	503	552	16.4%	13.1%	13.8%	16.1%	17.4%
Grades 7-8	248	271	259	485	481	15.7%	17.6%	17.0%	15.5%	15.2%
Grades 9-12	507	467	475	890	908	32.1%	30.4%	31.1%	28.4%	28.7%
Ungraded	17	23	21	39	62	1.1%	1.5%	1.4%	1.2%	2.0%









		District Counts					District Percentages					
Profile by	1996-97 1				000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Known Race and Gender						<u>  </u>						
Administrative	11	11	11	11	10	6.4%	5.6%	5.1%	4.8%	4.4%		
White - Females	2	2	2	2	2	18.2%	18.2%	18.2%	18.2%	20.0%		
White - Males	9	9	9	9	8	81.8%	81.8%	81.8%	81.8%	80.0%		
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Professional Staff	16	17	18	19	17	9.3%	8.7%	8.4%	8.3%	7.4%		
White - Females	12	13	13	15	15	75.0%	76.5%	72.2%	78.9%	88.2%		
White - Males	4	4	5	4	2	25.0%	23.5%	27.8%	21.1%	11.8%		
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Teachers	145	167	186	200	202	84.3%	85.6%	86.5%	87.0%	88.2%		
White - Females	118	132	149	159	154	81.4%	79.0%	80.1%	79.5%	76.2%		
White - Males	27	34	35	40	45	18.6%	20.4%	18.8%	20.0%	22.3%		
Black - Females	0	1	1	0	1	0.0%	0.6%	0.5%	0.0%	0.5%		
Black - Males	0	0	1	1	1	0.0%	0.0%	0.5%	0.5%	0.5%		
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%		
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%		
Age Distribution		Distr	rict Coun	te	<del></del> 1		Distr	ict Percenta	nges			
Teachers by Age Group	1996-97 1			1999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Up to 24	1	2	3	2	1	0.7%	1.4%	2.0%	1.3%	0.7%		
25-29	30	28	30	19	14	22.1%	1.4%	19.6%	1.3%	9.9%		
30-34	18	23	24	28	23	13.2%	15.6%	15.7%	18.8%	16.3%		
35-39	19	20	20	23	23 19	14.0%	13.6%	13.1%	15.4%	13.5%		
40-45	16	18	20 19	19	19	11.8%	12.2%	12.4%	12.8%	13.5%		
45-49	24	25	24	22	23	17.6%	17.0%	15.7%	14.8%	16.3%		
50-54	17	17	22	20	24	12.5%	11.6%	14.4%	13.4%	17.0%		
55+	11	14	11	16	18	8.1%	9.5%	7.2%	10.7%	12.8%		
						0.170	J.5 70	7.270	10.770	12.070		
Average Age	39.9	40.5	40.3	41.4	43.1							
Experience Distribution		Dietr	rict Coun	to	1		Dietr	ict Percenta	ngec	1		
=	1996-97 1				000.01	1996-97	1997-98	1998-99	1999-00	2000-01		
Teachers by Experience		997-98HT	998-9911	1999-00  2	000-01							
0.237					7.	0 4 000	0 6 000	22 /2/	25 12			
0-3 Years	36	45	63	73	75 22	24.3%	26.3%	32.6%	35.1%	35.2%		
4-7 Years	36 35	45 41	63 41	73 37	32	23.6%	24.0%	21.2%	17.8%	15.0%		
4-7 Years 8-11 Years	36 35 15	45 41 18	63 41 23	73 37 27	32 33	23.6% 10.1%	24.0% 10.5%	21.2% 11.9%	17.8% 13.0%	15.0% 15.5%		
4-7 Years 8-11 Years 12-15 Years	36 35 15 12	45 41 18 15	63 41 23 14	73 37 27 14	32 33 15	23.6% 10.1% 8.1%	24.0% 10.5% 8.8%	21.2% 11.9% 7.3%	17.8% 13.0% 6.7%	15.0% 15.5% 7.0%		
4-7 Years 8-11 Years	36 35 15	45 41 18	63 41 23	73 37 27	32 33	23.6% 10.1%	24.0% 10.5%	21.2% 11.9%	17.8% 13.0%	15.0% 15.5%		

Average Experience

10.2

10.5

10.4

11.2

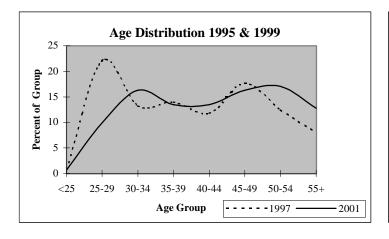
11.7

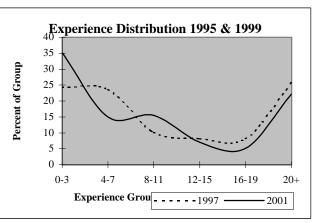
		District Counts						District Rates					
Attrition	1996-97 19	97-98 19	998-99 19	99-00 2	000-01	1996	-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	9	11	18	41	-	5	.1%	5.5%	8.1%	17.2%	-		
Attrition from Transfers	2	3	9	16	-	1	.1%	1.5%	4.0%	6.7%	-		
Attrition from Exits	7	8	9	25	-	4	.0%	4.0%	4.0%	10.5%	=		
Teacher Attrition	8	9	18	35	-	5	.4%	5.3%	9.3%	16.8%	=		
Attrition from Transfers	2	3	9	14	-	1	.4%	1.8%	4.7%	6.7%	-		
Attrition from Exits	6	6	9	21	-	4	.1%	3.5%	4.7%	10.1%	-		
District Retention													
<b>Educator Retention</b>	166	189	205	198	-	94	.9%	94.5%	91.9%	82.8%	-		
Teacher Retention	140	162	175	173	-	94	.6%	94.7%	90.7%	83.2%	=		

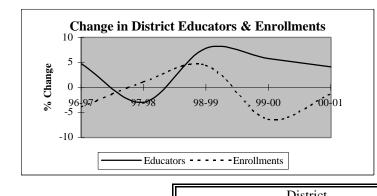
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	77.2%	12.7%	10.1%
1 Year of Experience	90.6%	3.1%	6.3%
2 Years of Experience	78.8%	6.1%	15.2%
3 Years of Experience	91.1%	3.6%	5.4%
4 Years of Experience	87.0%	5.6%	7.4%
5 Years of Experience	91.5%	4.3%	4.3%

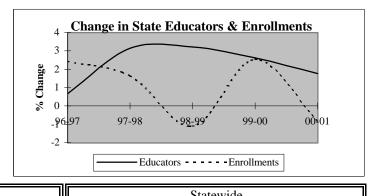
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	19	996-97	1997-98	1998-99	1999-00	2000-01		
Incomplete Responses													
Race	5.3%	12.5%	20.3%	22.5%	20.4%		8.7%	12.8%	16.1%	18.9%	19.5%		
Sex	2.6%	8.8%	15.5%	12.5%	9.8%		4.6%	7.8%	10.1%	9.2%	8.7%		
Experience Increment													
% Increment by 0	2.3%	0.5%	1.8%	1.7%	3.3%		1.1%	1.1%	1.2%	1.2%	1.4%		
% Increment by 1	92.6%	85.5%	83.4%	86.6%	80.6%		90.2%	89.5%	89.2%	87.7%	88.0%		
% Increment by 2	0.0%	0.0%	0.4%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%		
% Other Increment	5.1%	14.0%	14.3%	11.7%	16.1%		8.6%	9.3%	9.4%	11.0%	10.3%		









<u> </u>	District					Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicators											
Student to Educator Ratio	12.5	13.0	12.6	11.2	10.6	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	16.2	17.7	16.7	15.1	14.1	19.2	18.8	18.1	18.0	17.6	
Change in Educators	3	-2	5	4	3	-	-	-	-	-	
% Change in Educators	4.8%	-3.0%	7.8%	5.8%	4.1%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-34	9	37	-56	-11	-	-	-	-	-	
% Change in Enrollment	-4.0%	1.1%	4.4%	-6.4%	-1.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	1.6%	2.9%	0.0%	0.0%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	6.1%	4.7%	4.3%	5.5%	5.3%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	16.7%	21.9%	20.3%	20.5%	19.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.0%	0.0%	0.0%	0.0%	0.0%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	0.0%	0.0%	0.0%	50.0%	50.0%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	38.7	38.7	38.6	37.9	37.3	43.3	43.5	43.6	43.7	43.9	
Average Experience	11.7	11.6	11.2	10.3	9.9	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,080	28,526	29,565	30,766	30,366	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.0%	0.0%	0.0%	0.0%	0.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	80.4%	80.9%	80.8%	77.8%	82.5%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	7.8%	8.5%	9.6%	9.3%	5.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	0.0%	na	0.1%	0.1%	0.0%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.0%	0.0%	0.0%	0.0%	0.1%	1.7%	1.6%	1.8%	1.8%	1.8%	

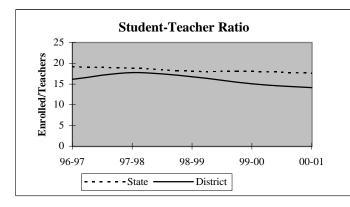
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	66	64	69	73	76		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	58	59	64	63	67		87.9%	92.2%	92.8%	86.3%	88.2%
Newly Hired	8	5	5	10	9	Ш	12.1%	7.8%	7.2%	13.7%	11.8%
Transfers In	2	1	0	2	3		25.0%	20.0%	0.0%	20.0%	33.3%
Reentrants	3	3	1	3	2		37.5%	60.0%	20.0%	30.0%	22.2%
First Time Educators	3	1	4	5	4		37.5%	20.0%	80.0%	50.0%	44.4%
Total Exiting Next Year	7	0	6	6	-	Ш	10.6%	0.0%	8.7%	8.2%	-
Transfers Out	2	0	3	2	-		28.6%	0.0%	50.0%	33.3%	-
Leave Tennessee Educ.	5	0	3	4	-		71.4%	0.0%	50.0%	66.7%	-

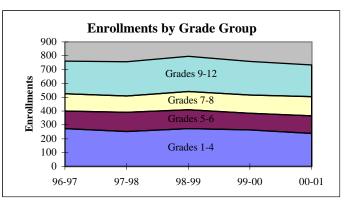
Dynamics Rates	District Rates									
District Attrition	10.6%	0.0%	8.7%	8.2%	-					
Transfers In/Out	1.00	nc	0.00	1.00	-					

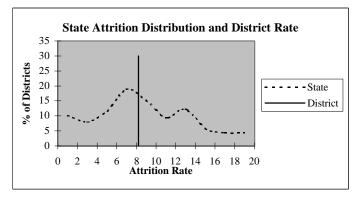
## District Report for: VAN BUREN COUNTY

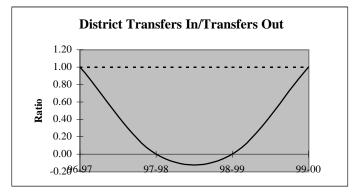
		Distr	rict Counts	3		District Percentages					
Profile by Position	1996-97 19	997-98 1	998-99 19	999-00 20	000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	66	64	69	73	76	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	4	3	3	4	4	6.1%	4.7%	4.3%	5.5%	5.3%	
Professional Staff	11	14	14	15	15	16.7%	21.9%	20.3%	20.5%	19.7%	
Total Teachers	51	47	52	54	57	77.3%	73.4%	75.4%	74.0%	75.0%	
Special Education	4	4	5	5	3	7.8%	8.5%	9.6%	9.3%	5.3%	
Pre-K & Kindergarten	4	4	5	4	4	7.8%	8.5%	9.6%	7.4%	7.0%	
Elementary (1-4)	19	18	18	18	21	37.3%	38.3%	34.6%	33.3%	36.8%	
Middle School (5-6)	4	5	7	10	9	7.8%	10.6%	13.5%	18.5%	15.8%	
Jr. High (7-8)	5	3	3	3	5	9.8%	6.4%	5.8%	5.6%	8.8%	
High School (9-12)	15	13	14	14	15	29.4%	27.7%	26.9%	25.9%	26.3%	
Business	1	2	2	1	1	6.7%	15.4%	14.3%	7.1%	6.7%	
Language Arts	1	2	2	2	2	6.7%	15.4%	14.3%	14.3%	13.3%	
Social Studies	2	1	1	0	0	13.3%	7.7%	7.1%	0.0%	0.0%	
Foreign Language	0	1	1	1	1	0.0%	7.7%	7.1%	7.1%	6.7%	
Mathematics	3	1	1	2	3	20.0%	7.7%	7.1%	14.3%	20.0%	
Science	1	1	1	1	1	6.7%	7.7%	7.1%	7.1%	6.7%	
Vocational Education	3	3	3	5	4	20.0%	23.1%	21.4%	35.7%	26.7%	
Other High School	4	2	3	2	3	26.7%	15.4%	21.4%	14.3%	20.0%	
Total Enrollments	824	833	870	814	803	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	824	833	870	814	803	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	63	77	73	54	68	7.6%	9.2%	8.4%	6.6%	8.5%
Grades 1-4	273	252	272	264	239	33.1%	30.3%	31.3%	32.4%	29.8%
Grades 5-6	128	138	138	121	127	15.5%	16.6%	15.9%	14.9%	15.8%
Grades 7-8	124	120	131	132	138	15.0%	14.4%	15.1%	16.2%	17.2%
Grades 9-12	236	246	256	243	230	28.6%	29.5%	29.4%	29.9%	28.6%
Ungraded	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.1%









District Counts

District Percentages

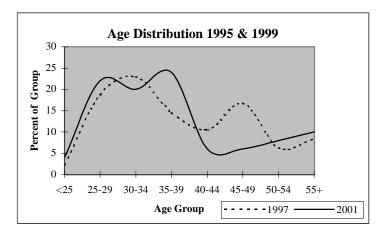
Profile by	1996-97 1	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender	<u> </u>					, <u> </u>				
Administrative	4	3	3	4	4	6.2%	4.8%	4.5%	5.8%	5.5%
White - Females	0	0	0	2	2	0.0%	0.0%	0.0%	50.0%	50.0%
White - Males	4	3	3	2	2	100.0%	100.0%	100.0%	50.0%	50.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	10	13	13	14	14	15.4%	21.0%	19.7%	20.3%	19.2%
White - Females	7	8	8	9	9	70.0%	61.5%	61.5%	64.3%	64.3%
White - Males	3	5	5	5	5	30.0%	38.5%	38.5%	35.7%	35.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	51	46	50	51	55	78.5%	74.2%	75.8%	73.9%	75.3%
White - Females	41	38	42	42	47	80.4%	82.6%	84.0%	82.4%	85.5%
White - Males	10	8	8	9	8	19.6%	17.4%	16.0%	17.6%	14.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
						i				
A go Dictribution	District Counts						Diete	riot Dorgant	0.000	
Age Distribution	1006 07 1				2000 01	1006.07		rict Percent		2000 01
Teachers by Age Group		997-98 1	998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98 1	998-99	1999-00	2	2.1%	1997-98	1998-99	1999-00	4.0%
Teachers by Age Group Up to 24 25-29	1 9	997-98 1 0 9	998-99 1 9	1999-00 3 7	2 11	2.1% 18.8%	1997-98 0.0% 20.9%	1998-99 2.1% 19.1%	1999-00 6.4% 14.9%	4.0% 22.0%
Teachers by Age Group Up to 24 25-29 30-34	1 9 11	997-98 1 0 9 9	998-99 1 9 10	1999-00 3 7 11	2 11 10	2.1% 18.8% 22.9%	1997-98 0.0% 20.9% 20.9%	1998-99 2.1% 19.1% 21.3%	1999-00 6.4% 14.9% 23.4%	4.0% 22.0% 20.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 9 11 7	997-98 1 0 9 9 5	998-99 1 9 10 7	3 7 11 9	2 11 10 12	2.1% 18.8% 22.9% 14.6%	1997-98 0.0% 20.9% 20.9% 11.6%	2.1% 19.1% 21.3% 14.9%	1999-00 6.4% 14.9% 23.4% 19.1%	4.0% 22.0% 20.0% 24.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 9 11 7 5	997-98 1 0 9 9 5 8	998-99 1 9 10 7 6	3 7 11 9 5	2 11 10 12 3	2.1% 18.8% 22.9% 14.6% 10.4%	1997-98 0.0% 20.9% 20.9% 11.6% 18.6%	2.1% 19.1% 21.3% 14.9% 12.8%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6%	4.0% 22.0% 20.0% 24.0% 6.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 9 11 7 5 8	997-98 1 0 9 9 5 8 5	998-99 1 9 10 7 6 7	3 7 11 9 5 3	2 11 10 12 3 3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7%	1997-98 0.0% 20.9% 20.9% 11.6% 18.6% 11.6%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4%	4.0% 22.0% 20.0% 24.0% 6.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 9 11 7 5 8 3	997-98 1 0 9 9 5 8 5 4	998-99 1 9 10 7 6 7 3	3 7 11 9 5 3 5	2 11 10 12 3 3 4	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3%	0.0% 20.9% 20.9% 11.6% 18.6% 11.6% 9.3%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6%	4.0% 22.0% 20.0% 24.0% 6.0% 6.0% 8.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 9 11 7 5 8	997-98 1 0 9 9 5 8 5	998-99 1 9 10 7 6 7	3 7 11 9 5 3	2 11 10 12 3 3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7%	1997-98 0.0% 20.9% 20.9% 11.6% 18.6% 11.6%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4%	4.0% 22.0% 20.0% 24.0% 6.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 9 11 7 5 8 3	997-98 1 0 9 9 5 8 5 4	998-99 1 9 10 7 6 7 3	3 7 11 9 5 3 5	2 11 10 12 3 3 4	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3%	0.0% 20.9% 20.9% 11.6% 18.6% 11.6% 9.3%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6%	4.0% 22.0% 20.0% 24.0% 6.0% 6.0% 8.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 9 11 7 5 8 3 4	997-98 1 0 9 9 5 8 5 4 3	998-99 1 9 10 7 6 7 3 4	3 7 11 9 5 3 5 4	2 11 10 12 3 3 4 5	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3%	0.0% 20.9% 20.9% 11.6% 18.6% 11.6% 9.3%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6%	4.0% 22.0% 20.0% 24.0% 6.0% 6.0% 8.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 9 11 7 5 8 3 4	997-98 1 0 9 9 5 8 5 4 3 38.7	998-99 1 9 10 7 6 7 3 4 38.6	3 7 11 9 5 3 5 4 37.9	2 11 10 12 3 3 4 5	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3%	0.0% 20.9% 20.9% 11.6% 18.6% 11.6% 9.3% 7.0%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4% 8.5%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6% 8.5%	4.0% 22.0% 20.0% 24.0% 6.0% 6.0% 8.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 9 11 7 5 8 3 4 38.7	997-98 1 0 9 9 5 8 5 4 3 38.7	998-99 1 9 10 7 6 7 3 4 38.6	3 7 11 9 5 3 5 4 37.9	2 11 10 12 3 3 4 5 37.3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3% 8.3%	0.0% 20.9% 20.9% 11.6% 18.6% 11.6% 9.3% 7.0%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4% 8.5%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6% 8.5%	4.0% 22.0% 20.0% 24.0% 6.0% 6.0% 8.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 9 11 7 5 8 3 4	997-98 1 0 9 9 5 8 5 4 3 38.7	998-99 1 9 10 7 6 7 3 4 38.6	3 7 11 9 5 3 5 4 37.9	2 11 10 12 3 3 4 5 37.3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3%	0.0% 20.9% 20.9% 11.6% 18.6% 11.6% 9.3% 7.0%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4% 8.5%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6% 8.5%	4.0% 22.0% 20.0% 24.0% 6.0% 6.0% 8.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 9 11 7 5 8 3 4 38.7	997-98 1 0 9 9 5 8 5 4 3 38.7	998-99 1 9 10 7 6 7 3 4 38.6	3 7 11 9 5 3 5 4 37.9	2 11 10 12 3 3 4 5 37.3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3% 8.3%	0.0% 20.9% 20.9% 11.6% 18.6% 11.6% 9.3% 7.0%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4% 8.5%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6% 8.5%	4.0% 22.0% 20.0% 24.0% 6.0% 6.0% 8.0% 10.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 9 11 7 5 8 3 4 38.7	997-98 1 0 9 9 5 8 5 4 3 38.7	998-99 1 9 10 7 6 7 3 4 38.6	3 7 11 9 5 3 5 4 37.9	2 11 10 12 3 3 4 5 37.3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3% 8.3%	1997-98 0.0% 20.9% 20.9% 11.6% 18.6% 11.6% 9.3% 7.0% Distr	1998-99 2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4% 8.5%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6% 8.5%	4.0% 22.0% 20.0% 24.0% 6.0% 8.0% 10.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 9 11 7 5 8 3 4 38.7	997-98 1 0 9 9 5 8 5 4 3 38.7 Dist	998-99 1 9 10 7 6 7 3 4 38.6 rict Coun 998-99	3 7 11 9 5 3 5 4 37.9	2 11 10 12 3 3 4 5 37.3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3% 8.3%	1997-98 0.0% 20.9% 11.6% 18.6% 11.6% 9.3% 7.0% Distr 1997-98 21.3%	2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4% 8.5%  rict Percent: 1998-99 23.1%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6% 8.5%  ages 1999-00 29.6%	4.0% 22.0% 20.0% 24.0% 6.0% 8.0% 10.0% 2000-01 29.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 9 11 7 5 8 3 4 38.7	997-98 1 0 9 9 5 8 5 4 3 38.7 Dist	998-99 1 9 10 7 6 7 3 4 38.6 rict Coun 998-99	1999-00   3 7 11 9 5 3 5 4 37.9	2 11 10 12 3 3 4 5 37.3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3% 8.3%	0.0% 20.9% 20.9% 11.6% 18.6% 11.6% 9.3% 7.0%  Distr 1997-98 21.3% 19.1%	1998-99 2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4% 8.5%  rict Percent: 1998-99 23.1% 19.2%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6% 8.5%  ages 1999-00 29.6% 20.4%	4.0% 22.0% 20.0% 24.0% 6.0% 6.0% 8.0% 10.0% 2000-01 29.8% 21.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 9 11 7 5 8 3 4 38.7	997-98 1 0 9 9 5 8 5 4 3 38.7 Dist 997-98 1 10 9 9 4 5	998-99 1 9 10 7 6 7 3 4 38.6 rict Coun 998-99 12 10 10 5 5	1999-00   3 7 11 9 5 3 5 4 37.9	2 11 10 12 3 3 4 5 37.3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3% 8.3%  1996-97  25.5% 21.6% 9.8% 11.8% 7.8%	1997-98 0.0% 20.9% 11.6% 18.6% 11.6% 9.3% 7.0% Distr 1997-98 21.3% 19.1% 19.1% 8.5% 10.6%	1998-99 2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4% 8.5%  rict Percenta 1998-99 23.1% 19.2% 19.2%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6% 8.5%  ages 1999-00 29.6% 20.4% 16.7%	4.0% 22.0% 20.0% 24.0% 6.0% 8.0% 10.0% 2000-01 29.8% 21.1% 14.0% 10.5% 8.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 9 11 7 5 8 3 4 38.7	997-98 1 0 9 9 5 8 5 4 3 38.7 Dist 997-98 1 10 9 9 4	998-99 1 9 10 7 6 7 3 4 38.6 rict Coun 998-99 12 10 10 5	3 7 11 9 5 3 5 4 37.9 etts 1999-00 16 11 9 6	2 11 10 12 3 3 4 5 37.3	2.1% 18.8% 22.9% 14.6% 10.4% 16.7% 6.3% 8.3%  1996-97 25.5% 21.6% 9.8% 11.8%	1997-98 0.0% 20.9% 11.6% 18.6% 11.6% 9.3% 7.0% Distr 1997-98 21.3% 19.1% 19.1% 8.5%	1998-99 2.1% 19.1% 21.3% 14.9% 12.8% 14.9% 6.4% 8.5%  rict Percent: 1998-99 23.1% 19.2% 19.2% 9.6%	1999-00 6.4% 14.9% 23.4% 19.1% 10.6% 6.4% 10.6% 8.5%  ages 1999-00 29.6% 20.4% 16.7% 11.1%	4.0% 22.0% 20.0% 24.0% 6.0% 8.0% 10.0% 2000-01 29.8% 21.1% 14.0% 10.5%

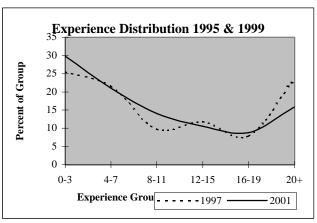
		Dis	strict Cou	nts				D	istrict Rate	es	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	7	0	6	6	-	ľ	10.6%	0.0%	8.7%	8.2%	-
Attrition from Transfers	2	0	3	2	-		3.0%	0.0%	4.3%	2.7%	_
Attrition from Exits	5	0	3	4	-		7.6%	0.0%	4.3%	5.5%	-
Teacher Attrition	7	0	5	4	-		13.7%	0.0%	9.6%	7.4%	-
Attrition from Transfers	2	0	2	1	-		3.9%	0.0%	3.8%	1.9%	-
Attrition from Exits	5	0	3	3	-		9.8%	0.0%	5.8%	5.6%	-
District Retention											
<b>Educator Retention</b>	59	64	63	67	-		89.4%	100.0%	91.3%	91.8%	-
Teacher Retention	44	47	47	50	-		86.3%	100.0%	90.4%	92.6%	-

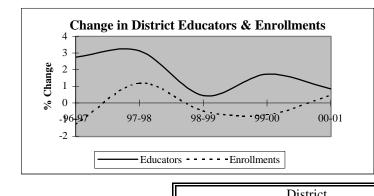
Teacher Retention	Di	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	88.2%	0.0%	11.8%
1 Year of Experience	88.2%	0.0%	11.8%
2 Years of Experience	75.0%	6.3%	18.8%
3 Years of Experience	100.0%	0.0%	0.0%
4 Years of Experience	85.7%	7.1%	7.1%
5 Years of Experience	84.6%	0.0%	15.4%

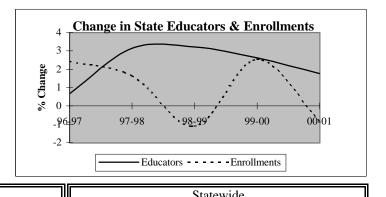
	Statewide Rates											
Retained	Transfer	Total	Attrition									
78.6%	5.3%	83.9%	16.1%									
84.3%	2.9%	87.2%	12.8%									
86.1%	2.7%	88.8%	11.2%									
87.3%	2.2%	89.6%	10.4%									
88.4%	2.1%	90.5%	9.5%									
89.6%	1.8%	91.4%	8.6%									

		Distri	ct Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	.996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	10.5%	13.5%	20.3%	25.0%	23.7%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	5.3%	9.5%	14.9%	14.5%	14.5%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.5%	0.0%	0.0%	1.4%	1.3%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.4%	93.8%	91.3%	87.7%	90.8%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	9.1%	6.3%	8.7%	11.0%	7.9%		8.6%	9.3%	9.4%	11.0%	10.3%









[			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicators	s									
Student to Educator Ratio	14.8	14.5	14.4	14.0	14.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	17.3	16.8	16.7	16.2	16.1	19.2	18.8	18.1	18.0	17.6
Change in Educators	12	14	2	8	4	-	-	-	-	-
% Change in Educators	2.8%	3.1%	0.4%	1.7%	0.8%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-86	79	-32	-47	31	-	-	-	-	-
% Change in Enrollment	-1.3%	1.2%	-0.5%	-0.7%	0.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.4%	0.4%	0.6%	1.1%	8.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.5%	4.1%	4.1%	4.5%	4.0%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.3%	9.8%	9.7%	9.1%	9.3%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	0.9%	1.1%	0.7%	0.6%	0.7%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	5.3%	5.6%	5.6%	5.0%	5.6%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	40.0%	36.8%	36.8%	38.1%	31.6%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	42.4	42.5	42.9	43.0	43.0	43.3	43.5	43.6	43.7	43.9
Average Experience	13.8	13.9	14.4	14.5	14.3	13.8	13.7	13.7	13.4	13.3
Average Salary	30,912	31,106	32,398	34,022	33,529	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	0.8%	1.0%	0.5%	0.5%	0.5%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.0%	78.8%	78.9%	79.1%	78.9%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	8.7%	8.8%	8.8%	9.6%	9.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	6.4%	na	7.6%	8.3%	8.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.6%	1.5%	1.7%	1.0%	0.9%	1.7%	1.6%	1.8%	1.8%	1.8%
% Minority										

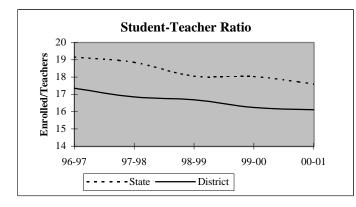
		Di	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	447	461	463	471	475		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	417	412	430	431	432		93.3%	89.4%	92.9%	91.5%	90.9%
Newly Hired	30	49	33	40	43		6.7%	10.6%	7.1%	8.5%	9.1%
Transfers In	3	11	5	6	3		10.0%	22.4%	15.2%	15.0%	7.0%
Reentrants	13	14	13	9	14		43.3%	28.6%	39.4%	22.5%	32.6%
First Time Educators	14	24	15	25	26		46.7%	49.0%	45.5%	62.5%	60.5%
Total Exiting Next Year	35	31	32	39	-		7.8%	6.7%	6.9%	8.3%	-
Transfers Out	11	9	10	8	-	_	31.4%	29.0%	31.3%	20.5%	-
Leave Tennessee Educ.	24	22	22	31	-		68.6%	71.0%	68.8%	79.5%	-

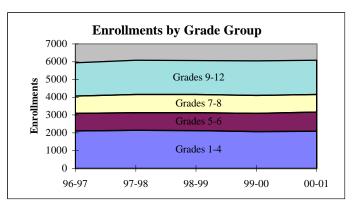
Dynamics Rates		Dis	trict Rates	ı	
District Attrition	7.8%	6.7%	6.9%	8.3%	-
Transfers In/Out	0.27	1.22	0.50	0.75	-

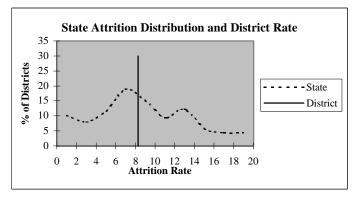
## District Report for: WARREN COUNTY

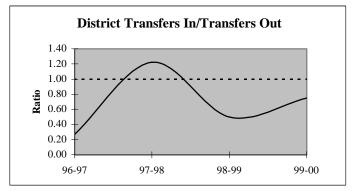
		Dist	rict Coun	ts			Distr	rict Percent	ages	
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	447	461	463	471	475	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	20	19	19	21	19	4.5%	4.1%	4.1%	4.5%	4.0%
Professional Staff	46	45	45	43	44	10.3%	9.8%	9.7%	9.1%	9.3%
Total Teachers	381	397	399	407	412	85.2%	86.1%	86.2%	86.4%	86.7%
Special Education	33	35	35	39	40	8.7%	8.8%	8.8%	9.6%	9.7%
Pre-K & Kindergarten	25	24	28	27	25	6.6%	6.0%	7.0%	6.6%	6.1%
Elementary (1-4)	137	146	145	154	156	36.0%	36.8%	36.3%	37.8%	37.9%
Middle School (5-6)	44	46	44	46	47	11.5%	11.6%	11.0%	11.3%	11.4%
Jr. High (7-8)	46	49	51	48	46	12.1%	12.3%	12.8%	11.8%	11.2%
High School (9-12)	96	97	96	93	98	25.2%	24.4%	24.1%	22.9%	23.8%
Business	4	4	4	3	3	4.2%	4.1%	4.2%	3.2%	3.1%
Language Arts	13	14	14	12	14	13.5%	14.4%	14.6%	12.9%	14.3%
Social Studies	12	13	13	11	11	12.5%	13.4%	13.5%	11.8%	11.2%
Foreign Language	6	4	4	4	4	6.3%	4.1%	4.2%	4.3%	4.1%
Mathematics	12	14	14	14	15	12.5%	14.4%	14.6%	15.1%	15.3%
Science	8	6	7	10	10	8.3%	6.2%	7.3%	10.8%	10.2%
Vocational Education	21	21	22	21	23	21.9%	21.6%	22.9%	22.6%	23.5%
Other High School	20	21	18	18	18	20.8%	21.6%	18.8%	19.4%	18.4%

Total Enrollments	6,608	6,687	6,655	6,608	6,639	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	526	510	506	500	494	8.0%	7.6%	7.6%	7.6%	7.4%
Grades 1-4	2,105	2,144	2,132	2,067	2,084	31.9%	32.1%	32.0%	31.3%	31.4%
Grades 5-6	987	993	995	1,027	1,081	14.9%	14.8%	15.0%	15.5%	16.3%
Grades 7-8	969	1,025	1,025	1,013	996	14.7%	15.3%	15.4%	15.3%	15.0%
Grades 9-12	1,881	1,912	1,907	1,936	1,923	28.5%	28.6%	28.7%	29.3%	29.0%
Ungraded	140	103	90	65	61	2.1%	1.5%	1.4%	1.0%	0.9%









Profile by

1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98

District Percentages

1998-99

1999-00 2000-01

**District Counts** 

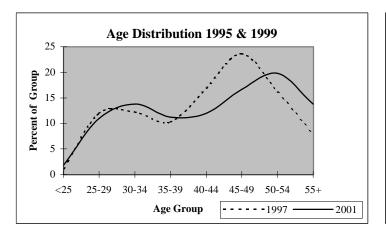
White - Females 7 6 6 7 5 36.8% 33.3% 33.3%			
	4.3%	3.9%	
	35.0%	27.8%	
White - Males 11 11 11 12 12 57.9% 61.1% 61.1%	60.0%	66.7%	
Black - Females 0 0 0 0 0 0.0% 0.0% 0.0%	0.0%	0.0%	
Black - Males 1 1 1 1 1 5.3% 5.6% 5.6%	5.0%	5.6%	
Other - Females 0 0 0 0 0 0.0% 0.0% 0.0%	0.0%	0.0%	
Other - Males 0 0 0 0 0 0.0% 0.0% 0.0%	0.0%	0.0%	
Professional Staff 46 45 45 43 44 10.5% 9.9% 9.9%	9.3%	9.5%	
White - Females 39 38 39 36 38 84.8% 84.4% 86.7%	83.7%	86.4%	
White - Males 7 7 6 7 6 15.2% 15.6% 13.3%	16.3%	13.6%	
Black - Females 0 0 0 0 0 0.0% 0.0% 0.0%	0.0%	0.0%	
Black - Males 0 0 0 0 0 0.0% 0.0% 0.0%	0.0%	0.0%	
Other - Females 0 0 0 0 0 0.0% 0.0% 0.0%	0.0%	0.0%	
Other - Males 0 0 0 0 0 0.0% 0.0% 0.0%	0.0%	0.0%	
	86.4%	86.6%	
	78.9%	78.9%	
	20.6%	20.6%	
Black - Females 2 2 2 2 2 0.5% 0.5%	0.5%	0.5%	
Black - Males 0 0 0 0 0 0.0% 0.0%	0.0%	0.0%	
Other - Females 1 1 0 0 0 0.3% 0.3% 0.0%	0.0%	0.0%	
Other - Males 0 1 0 0 0 0.3% 0.3% 0.0%	0.0%	0.0%	
Age Distribution District Counts District Percentages	es s		
Age Distribution District Counts District Percentages		2000-01	
Age Distribution District Counts District Percentages		2000-01	
Age Distribution       District Counts       District Percentages         Teachers by Age Group       Up to 24       4       7       7       12       7       1.1%       1.9%       1.98       1.99       1.99       1.1%       1.9%       1.9%	99-00	1.8%	
Age Distribution       District Counts       District Percentages         Teachers by Age Group       1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 19         Up to 24       4       7       7       12       7       1.1%       1.9%       1.9%         25-29       43       47       47       35       42       11.9%       12.6%       12.6%	3.2% 9.2%	1.8% 10.9%	
Age Distribution         District Counts         District Percentages           Teachers by Age Group         1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 19           Up to 24         4         7         7         12         7         1.1% 1.9% 1.9% 12.6% 12.6% 12.6% 12.6% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5% 10.5%	3.2% 9.2% 13.2%	1.8% 10.9% 13.8%	
Age Distribution         District Counts         District Percentages           Teachers by Age Group         1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 19           Up to 24         4         7         7         12         7         1.1% 1.9% 1.9% 12.6%	3.2% 9.2% 13.2% 10.0%	1.8% 10.9% 13.8% 11.2%	
Age Distribution         District Counts         District Percentages           Teachers by Age Group         1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 19           Up to 24         4         7         7         12         7         1.1% 1.9% 1.9% 12.6% 12.6% 12.6% 13.3% 12.2% 10.5% 12.6% 12.6% 13.3% 12.2% 10.5% 13.5         30-34         44         39         35         50         53         12.2% 10.5% 9.4% 10.5%	3.2% 9.2% 13.2% 10.0% 13.5%	1.8% 10.9% 13.8% 11.2% 12.0%	
Age Distribution Teachers by Age Group Up to 24 4 7 7 7 12 7 1.1% 1.9% 1.9% 12.6% 12.6% 30-34 44 39 35-39 37 37 37 39 38 43 10.3% 9.9% 10.5% 40-45 40-45 45-49 85 80 75 70 64 2000-01 1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99 1999-00 2000-01 1996-97 1997-98 1998-99	3.2% 9.2% 13.2% 10.0% 13.5%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7%	
Age Distribution Teachers by Age Group Up to 24 4 7 7 7 12 7 1.1% 1.9% 1.9% 25-29 43 47 47 35 42 11.9% 12.6% 12.6% 30-34 44 39 35 50 53 12.2% 10.5% 9.4% 35-39 37 37 37 39 38 43 10.3% 9.9% 10.5% 40-45 40-45 61 65 60 51 46 16.9% 17.4% 16.1% 45-49 85 80 75 70 64 23.6% 21.4% 20.2% 50-54	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8%	
Age Distribution Teachers by Age Group Up to 24 4 7 7 12 7 1.1% 1.9% 1.9% 25-29 43 47 47 35 42 11.9% 12.6% 12.6% 30-34 44 39 35-39 37 37 39 38 43 10.3% 9.9% 10.5% 40-45 61 65 60 51 46 16.9% 17.4% 16.1% 45-49 85 80 75 70 64 23.6% 21.4% 20.2% 50-54 58 67 77 81 76 16.1% 18.0% 20.7% 55+ 28 31 32 42 53 7.8% 8.3% 8.6%	3.2% 9.2% 13.2% 10.0% 13.5%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7%	
Age Distribution Teachers by Age Group Up to 24 4 7 7 7 12 7 1.1% 1.9% 1.9% 1.26% 12.6% 30-34 44 39 35 35-39 37 37 37 39 38 43 10.3% 9.9% 10.5% 40-45 40-45 45-49 85 80 75 70 64 23.6% 21.4% 20.2% 50-54	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8%	
Age Distribution Teachers by Age Group Up to 24 4 7 7 12 7 1.1% 1.9% 1.9% 25-29 43 47 47 35 42 11.9% 12.6% 12.6% 30-34 44 39 35-39 37 37 39 38 43 10.3% 9.9% 10.5% 40-45 61 65 60 51 46 16.9% 17.4% 16.1% 45-49 85 80 75 70 64 23.6% 21.4% 20.2% 50-54 58 67 77 81 76 16.1% 18.0% 20.7% 55+ 28 31 32 42 53 7.8% 8.3% 8.6%	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8%	
Age Distribution Teachers by Age Group Up to 24 4 7 7 12 7 1.1% 1.9% 1.9% 25-29 43 47 47 35 42 11.9% 12.6% 12.6% 30-34 44 39 35-39 37 37 39 38 43 10.3% 9.9% 10.5% 40-45 61 65 60 51 46 16.9% 17.4% 16.1% 45-49 85 80 75 70 64 23.6% 21.4% 20.2% 50-54 58 67 77 81 76 16.1% 18.0% 20.7% 55+ 28 31 32 42 53 7.8% 8.3% 8.6%	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8%	
Age Distribution         District Counts         District Percentages           Teachers by Age Group         District Counts         District Percentages           Up to 24         4         7         7         12         7         1.1%         1.998-99         1998-99         1997-98         1998-99         1998-99         1998-99         1997-98         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         1998-99         19           25-29         43         47         1         1998-99         1998-99         19           40-45         44         39         38         43         10.3% <th col<="" td=""><td>3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1%</td><td>1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8%</td></th>	<td>3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1%</td> <td>1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8%</td>	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8%
Age Distribution Teachers by Age Group Up to 24 4 7 7 12 7 1.1% 1.9% 1.9% 25-29 43 47 47 35 42 11.9% 12.6% 12.6% 30-34 44 39 35 50 53 12.2% 10.5% 9.4% 35-39 37 37 39 38 43 10.3% 9.9% 10.5% 40-45 61 65 60 51 46 16.9% 17.4% 16.1% 45-49 85 80 75 70 64 23.6% 21.4% 20.2% 50-54 50-54 58 67 77 81 76 16.1% 18.0% 20.7% 55+ 28 31 32 42 53 7.8% 8.3% 8.6%  Average Age  District Counts  District Counts  District Counts  District Percentages  District Percentages  District Percentages  District Percentages	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8% 13.8%	
Age Distribution         District Counts         District Percentages           Up to 24         4         7         7         12         7         1.1%         1.9%         1.9%           25-29         43         47         47         35         42         11.9%         12.6%         12.6%           30-34         44         39         35         50         53         12.2%         10.5%         9.4%           40-45         61         65         60         51         46         16.9%         17.4%         16.1%           45-49         85         80         75         70         64         23.6%         21.4%         20.2%           50-54         58         67         77         81         76         16.1%         18.0%         20.7%           55+         28         31         32         42         53         7.8%         8.3%         8.6%           Average Age         42.4         42.5         42.9         43.0         43.0         43.0         43.0         43.0         43.0         43.0         43.0         43.0         43.0         43.0         43.0         43.0         43.0         43.0	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1% es	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8% 13.8% 2000-01	
Age Distribution         District Counts         District Percentages           Up to 24         4         7         7         12         7         1.1%         1.9%         1.2.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         12.6%         10.5%         9.4%         10.5%         9.4%         10.5%         9.4%         10.5%         9.9%         10.5%         9.4%         10.5%         10.5%         10.5%         10.5%         10.5%         10.5%         10.5%         10.5%         10.5%         10.5%         10.5%         10.5%<	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1% 28. 299-00 17.4% 13.5%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8% 13.8% 2000-01 20.1% 13.3%	
Age Distribution Teachers by Age Group Up to 24 4 7 7 7 12 7 1.1% 1.9% 12.6% 12.6% 30-34 30-34 44 39 35 50 53 12.2% 10.5% 9.4% 35-39 37 37 39 38 43 10.3% 9.9% 10.5% 40-45 40-45 61 65 60 51 46 16.9% 17.4% 16.1% 45-49 85 80 75 70 64 23.6% 21.4% 20.2% 50-54 50-	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1% es 999-00 1 17.4% 13.5% 11.8%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8% 13.8% 2000-01 20.1% 13.3% 11.2%	
Age Distribution Teachers by Age Group Up to 24 4 7 7 12 7 1.1% 1.9% 1.9% 12.6% 12.6% 30-34 30-34 44 39 35 50 53 12.2% 10.5% 9.4% 15.39 38 43 10.3% 9.9% 10.5% 40-45 40-45 40-45 45-49 85 80 75 70 64 23.6% 21.4% 20.2% 50-54	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1% 11.1% 11.8% 12.8%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8% 13.8% 2000-01 20.1% 13.3% 11.2% 10.7%	
District Counts   District Percentages   Di	3.2% 9.2% 13.2% 10.0% 13.5% 18.5% 21.4% 11.1% es 999-00 1 17.4% 13.5% 11.8%	1.8% 10.9% 13.8% 11.2% 12.0% 16.7% 19.8% 13.8% 2000-01 20.1% 13.3% 11.2%	

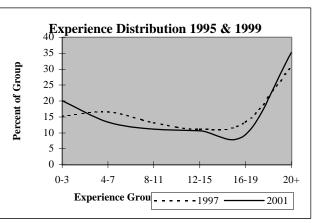
		Dis	trict Cour	nts				D	istrict Rate	S	
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	35	31	32	39	-	Ï	7.8%	6.7%	6.9%	8.3%	-
Attrition from Transfers	11	9	10	8	-		2.5%	2.0%	2.2%	1.7%	-
Attrition from Exits	24	22	22	31	-		5.4%	4.8%	4.8%	6.6%	=
Teacher Attrition	30	27	25	35	-		7.9%	6.8%	6.3%	8.6%	=
Attrition from Transfers	9	8	8	8	-		2.4%	2.0%	2.0%	2.0%	-
Attrition from Exits	21	19	17	27	-		5.5%	4.8%	4.3%	6.6%	-
District Retention											
<b>Educator Retention</b>	412	430	431	432	-		92.2%	93.3%	93.1%	91.7%	-
Teacher Retention	351	370	374	372	-		92.1%	93.2%	93.7%	91.4%	=

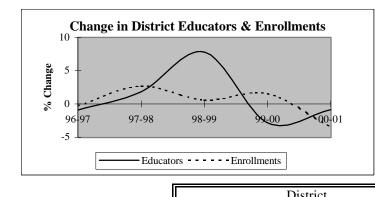
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	82.1%	6.3%	11.6%
1 Year of Experience	84.8%	7.6%	7.6%
2 Years of Experience	86.7%	4.0%	9.3%
3 Years of Experience	91.9%	5.4%	2.7%
4 Years of Experience	93.2%	1.4%	5.5%
5 Years of Experience	91.5%	2.4%	6.1%

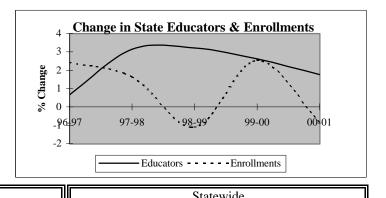
	Statewic	de Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		Distri	ct Percent	ages			Statew	ide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses										•
Race	6.5%	10.5%	15.2%	16.9%	20.7%	8.7%	12.8%	16.1%	18.9%	19.5%
Sex	3.9%	8.0%	10.9%	8.4%	8.6%	4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment										
% Increment by 0	0.4%	1.7%	0.9%	1.3%	2.3%	1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.3%	90.0%	92.7%	91.1%	88.8%	90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	6.3%	8.2%	6.5%	7.6%	8.8%	8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s			<del></del>	<u></u>					<del></del>
Student to Educator Ratio	16.2	16.4	15.3	16.0	15.6	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	19.0	19.2	17.8	18.5	17.9	19.2	18.8	18.1	18.0	17.6
Change in Educators	-5	10	43	-17	-5	-	-	-	-	-
% Change in Educators	-0.9%	1.8%	7.8%	-2.9%	-0.9%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-27	239	53	142	-318	-	-	-	-	-
% Change in Enrollment:	-0.3%	2.7%	0.6%	1.6%	-3.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.6%	0.5%	0.7%	0.5%	5.1%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.2%	4.5%	4.4%	4.3%	3.8%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	10.5%	10.3%	9.9%	9.2%	9.2%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	1.5%	1.3%	1.4%	1.4%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	0.0%	4.0%	3.8%	4.0%	4.5%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	34.8%	36.0%	38.5%	36.0%	36.4%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	45.0	44.4	44.1	44.6	44.9	43.3	43.5	43.6	43.7	43.9
Average Experience	15.8	15.3	14.9	14.9	15.3	13.8	13.7	13.7	13.4	13.3
Average Salary	33,218	33,339	41,649	35,711	35,416	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	1.3%	0.9%	0.8%	0.8%	1.1%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	74.9%	74.5%	75.0%	75.8%	76.0%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.3%	7.9%	8.6%	8.4%	9.0%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	1.9%	na	1.9%	2.0%	2.5%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	1.4%	1.6%	1.0%	1.9%	1.6%	1.7%	1.6%	1.8%	1.8%	1.8%

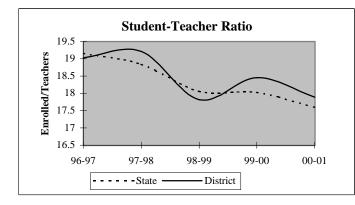
		Dis	strict Cou	nts			Dist	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	543	553	596	579	574	100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	501	498	536	526	538	92.3%	90.1%	89.9%	90.8%	93.7%
Newly Hired	42	55	60	53	36	7.7%	9.9%	10.1%	9.2%	6.3%
Transfers In	7	11	4	3	6	 16.7%	20.0%	6.7%	5.7%	16.7%
Reentrants	15	15	15	14	5	35.7%	27.3%	25.0%	26.4%	13.9%
First Time Educators	20	29	41	36	25	 47.6%	52.7%	68.3%	67.9%	69.4%
Total Exiting Next Year	45	17	70	41	-	8.3%	3.1%	11.7%	7.1%	-
Transfers Out	1	6	13	4	-	2.2%	35.3%	18.6%	9.8%	-
Leave Tennessee Educ.	44	11	57	37	-	97.8%	64.7%	81.4%	90.2%	-

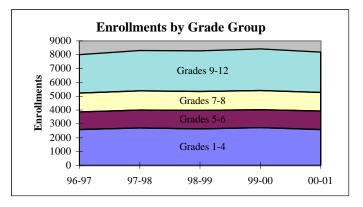
Dynamics Rates		Dis	strict Rates	3	
District Attrition	8.3%	3.1%	11.7%	7.1%	-
Transfers In/Out	7.00	1.83	0.31	0.75	-

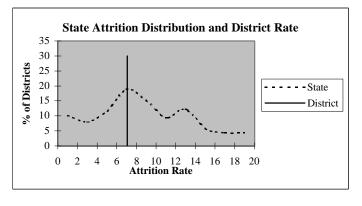
## District Report for: WASHINGTON COUNTY

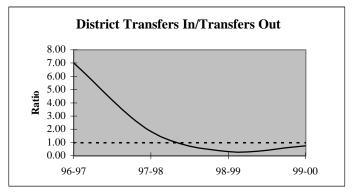
		District Counts District Percentages						District Percentages				
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01		
Total Educators	543	553	596	579	574	100.0%	100.0%	100.0%	100.0%	100.0%		
Administrators	23	25	26	25	22	4.2%	4.5%	4.4%	4.3%	3.8%		
Professional Staff	57	57	59	53	53	10.5%	10.3%	9.9%	9.2%	9.2%		
Total Teachers	463	471	511	501	499	85.3%	85.2%	85.7%	86.5%	86.9%		
Special Education	43	37	44	42	45	9.3%	7.9%	8.6%	8.4%	9.0%		
Pre-K & Kindergarten	31	31	35	36	35	6.7%	6.6%	6.8%	7.2%	7.0%		
Elementary (1-4)	170	186	193	186	185	36.7%	39.5%	37.8%	37.1%	37.1%		
Middle School (5-6)	50	47	58	56	58	10.8%	10.0%	11.4%	11.2%	11.6%		
Jr. High (7-8)	44	49	50	50	49	9.5%	10.4%	9.8%	10.0%	9.8%		
High School (9-12)	125	121	131	131	127	27.0%	25.7%	25.6%	26.1%	25.5%		
Business	3	4	4	3	2	2.4%	3.3%	3.1%	2.3%	1.6%		
Language Arts	19	16	19	21	21	15.2%	13.2%	14.5%	16.0%	16.5%		
Social Studies	14	13	13	11	13	11.2%	10.7%	9.9%	8.4%	10.2%		
Foreign Language	5	6	7	6	4	4.0%	5.0%	5.3%	4.6%	3.1%		
Mathematics	16	15	15	16	17	12.8%	12.4%	11.5%	12.2%	13.4%		
Science	12	12	13	16	15	9.6%	9.9%	9.9%	12.2%	11.8%		
Vocational Education	31	24	30	30	28	24.8%	19.8%	22.9%	22.9%	22.0%		
Other High School	25	31	30	28	27	20.0%	25.6%	22.9%	21.4%	21.3%		

Total Enrollments	8,810	9,049	9,102	9,244	8,926	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	667	608	649	658	598	7.6%	6.7%	7.1%	7.1%	6.7%
Grades 1-4	2,602	2,704	2,636	2,734	2,602	29.5%	29.9%	29.0%	29.6%	29.2%
Grades 5-6	1,261	1,291	1,333	1,302	1,333	14.3%	14.3%	14.6%	14.1%	14.9%
Grades 7-8	1,361	1,407	1,371	1,387	1,340	15.4%	15.5%	15.1%	15.0%	15.0%
Grades 9-12	2,770	2,893	2,932	2,991	2,908	31.4%	32.0%	32.2%	32.4%	32.6%
Ungraded	149	146	181	172	145	1.7%	1.6%	2.0%	1.9%	1.6%









		Distr	ict Count	S			Distr	rict Percenta	iges	
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender	<u> </u>					<u>                                     </u>		! <u></u>		
Administrative	22	25	26	25	22	4.2%	4.7%	4.5%	4.5%	4.0%
White - Females	8	8	9	8	7	36.4%	32.0%	34.6%	32.0%	31.8%
White - Males	14	16	16	16	14	63.6%	64.0%	61.5%	64.0%	63.6%
Black - Females	0	1	1	1	1	0.0%	4.0%	3.8%	4.0%	4.5%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	55	56	58	51	51	10.4%	10.5%	10.1%	9.2%	9.3%
White - Females	41	42	44	38	39	74.5%	75.0%	75.9%	74.5%	76.5%
White - Males	12	12	11	10	9	21.8%	21.4%	19.0%	19.6%	17.6%
Black - Females	2	2	3	3	3	3.6%	3.6%	5.2%	5.9%	5.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	450	451	489	477	473	85.4%	84.8%	85.3%	86.3%	86.6%
White - Females	333	337	370	365	364	74.0%	74.7%	75.7%	76.5%	77.0%
White - Males	111	110	115	108	104	24.7%	24.4%	23.5%	22.6%	22.0%
Black - Females	4	3	3	3	3	0.9%	0.7%	0.6%	0.6%	0.6%
Black - Males	2	1	1	1	2	0.4%	0.2%	0.2%	0.2%	0.4%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
						<b>-</b>				
			. ~							
Age Distribution			rict Count					rict Percenta		
Teachers by Age Group		997-98 1	998-99 1	999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	4	997-98 1	998-99 1	999-00 2	4	0.9%	1997-98	1998-99 1.1%	1999-00	0.9%
Teachers by Age Group Up to 24 25-29	4 42	997-98 1 5 50	998-99 1 5 67	999-00 2 3 57	4 49	0.9% 9.7%	1997-98 1.2% 11.6%	1998-99 1.1% 14.5%	1999-00 0.7% 13.0%	0.9% 11.2%
Teachers by Age Group Up to 24 25-29 30-34	4 42 33	997-98 1 5 50 37	998-99 1 5 67 49	999-00 2 3 57 43	4 49 50	0.9% 9.7% 7.7%	1997-98 1.2% 11.6% 8.6%	1998-99 1.1% 14.5% 10.6%	1999-00 0.7% 13.0% 9.8%	0.9% 11.2% 11.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39	4 42 33 43	997-98 1 5 50 37 48	998-99 1 5 67 49 38	999-00 2 3 57 43 43	4 49 50 37	0.9% 9.7% 7.7% 10.0%	1997-98 1.2% 11.6% 8.6% 11.1%	1998-99 1.1% 14.5% 10.6% 8.2%	1999-00 0.7% 13.0% 9.8% 9.8%	0.9% 11.2% 11.4% 8.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	4 42 33 43 55	997-98 1 5 50 37 48 49	998-99 1 5 67 49 38 45	999-00 2 3 57 43 43 48	4 49 50 37 50	0.9% 9.7% 7.7% 10.0% 12.8%	1997-98 1.2% 11.6% 8.6% 11.1% 11.3%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9%	0.9% 11.2% 11.4% 8.5% 11.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	4 42 33 43 55 98	997-98 1 5 50 37 48 49 87	998-99 1 5 67 49 38 45 74	999-00 2 3 57 43 43 48 66	4 49 50 37 50 64	0.9% 9.7% 7.7% 10.0% 12.8% 22.7%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 42 33 43 55 98 79	997-98 1 5 50 37 48 49 87 81	998-99 1 5 67 49 38 45 74 100	999-00 2 3 57 43 43 48 66 98	4 49 50 37 50 64 93	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	4 42 33 43 55 98	997-98 1 5 50 37 48 49 87	998-99 1 5 67 49 38 45 74	999-00 2 3 57 43 43 48 66	4 49 50 37 50 64	0.9% 9.7% 7.7% 10.0% 12.8% 22.7%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 42 33 43 55 98 79	997-98 1 5 50 37 48 49 87 81	998-99 1 5 67 49 38 45 74 100	999-00 2 3 57 43 43 48 66 98	4 49 50 37 50 64 93	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 42 33 43 55 98 79 77	997-98 1 5 50 37 48 49 87 81 75	998-99 1 5 67 49 38 45 74 100 84	999-00 2 3 57 43 43 48 66 98 81	4 49 50 37 50 64 93 90	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 42 33 43 55 98 79 77	997-98 1 5 50 37 48 49 87 81 75	998-99 1 5 67 49 38 45 74 100 84	999-00 2 3 57 43 43 48 66 98 81	4 49 50 37 50 64 93 90	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 42 33 43 55 98 79 77	997-98 1 5 50 37 48 49 87 81 75 44.4	998-99 1 5 67 49 38 45 74 100 84	999-00 2 3 57 43 43 48 66 98 81 44.6	4 49 50 37 50 64 93 90	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8% 17.4%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6%	0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3% 18.5%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	4 42 33 43 55 98 79 77	997-98 1 5 50 37 48 49 87 81 75 44.4	998-99 1 5 67 49 38 45 74 100 84 44.1	999-00 2 3 57 43 43 48 66 98 81 44.6	4 49 50 37 50 64 93 90 44.9	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8% 17.4%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6% 18.2%	0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3% 18.5%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	4 42 33 43 55 98 79 77 45.0	997-98 1 5 50 37 48 49 87 81 75 44.4	998-99 1 5 67 49 38 45 74 100 84 44.1	999-00 2 3 57 43 43 48 66 98 81 44.6	4 49 50 37 50 64 93 90 44.9	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3% 17.9%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8% 17.4%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6% 18.2%	0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3% 18.5%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3% 20.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	4 42 33 43 55 98 79 77 45.0	997-98 1 5 50 37 48 49 87 81 75 44.4 Distr	998-99 1 5 67 49 38 45 74 100 84 44.1	999-00 2 3 57 43 43 48 66 98 81 44.6	4 49 50 37 50 64 93 90 44.9	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3% 17.9%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8% 17.4%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6% 18.2%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3% 18.5%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3% 20.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	4 42 33 43 55 98 79 77 45.0	997-98 1 5 50 37 48 49 87 81 75 44.4 Distr 997-98 1 88	998-99 1 5 67 49 38 45 74 100 84 44.1	999-00 2 3 57 43 43 48 66 98 81 44.6	4 49 50 37 50 64 93 90 44.9	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3% 17.9%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8% 17.4%  Distr 1997-98 18.7%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6% 18.2%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3% 18.5%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3% 20.6% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	4 42 33 43 55 98 79 77 45.0	997-98 1 5 50 37 48 49 87 81 75 44.4  Distr 997-98 1 88 51	998-99 1 5 67 49 38 45 74 100 84 44.1 sict Count 998-99 1 107 63	999-00 2 3 57 43 43 48 66 98 81 44.6 s 999-00 2 107 62	4 49 50 37 50 64 93 90 44.9	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3% 17.9% 1996-97 16.2% 9.7%	1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8% 17.4%  Distr 1997-98 18.7% 10.8%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6% 18.2%  rict Percenta 1998-99 20.9% 12.3%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3% 18.5%  18.5%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3% 20.6%  2000-01 20.4% 12.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	4 42 33 43 55 98 79 77 45.0	997-98 1 5 50 37 48 49 87 81 75 44.4 Distr 997-98 1 88 51 39	998-99 1 5 67 49 38 45 74 100 84 44.1 	999-00 2 3 57 43 48 66 98 81 44.6 8 999-00 2 107 62 37	4 49 50 37 50 64 93 90 44.9 000-01 102 63 45	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3% 17.9% 1996-97 16.2% 9.7% 8.6%	1997-98 1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8% 17.4% Distr 1997-98 18.7% 10.8% 8.3%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6% 18.2%  ict Percenta 1998-99 20.9% 12.3% 7.8%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3% 18.5%  18.5%  12.4% 7.4%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3% 20.6%  2000-01 20.4% 12.6% 9.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 42 33 43 55 98 79 77 45.0	997-98 1 5 50 37 48 49 87 81 75 44.4 Distr 997-98 1 88 51 39 48	998-99 1 5 67 49 38 45 74 100 84 44.1 	999-00 2 3 57 43 48 66 98 81 44.6 8 999-00 2 107 62 37 40	4 49 50 37 50 64 93 90 44.9 000-01 102 63 45 35	0.9% 9.7% 7.7% 10.0% 12.8% 22.7% 18.3% 17.9% 16.2% 9.7% 8.6% 13.0%	1997-98 1.2% 11.6% 8.6% 11.1% 11.3% 20.1% 18.8% 17.4% Distr 1997-98 18.7% 10.8% 8.3% 10.2%	1998-99 1.1% 14.5% 10.6% 8.2% 9.7% 16.0% 21.6% 18.2%  ict Percenta 1998-99 20.9% 12.3% 7.8% 8.6%	1999-00 0.7% 13.0% 9.8% 9.8% 10.9% 15.0% 22.3% 18.5%  1999-00 12.4% 7.4% 8.0%	0.9% 11.2% 11.4% 8.5% 11.4% 14.6% 21.3% 20.6%  2000-01  20.4% 12.6% 9.0% 7.0%

Average Experience

15.8

15.3

14.9

15.3

14.9

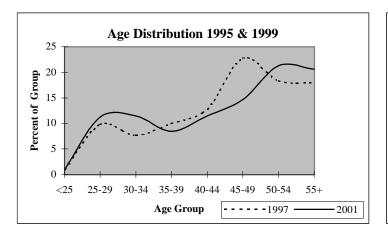
# District Report for: WASHINGTON COUNTY

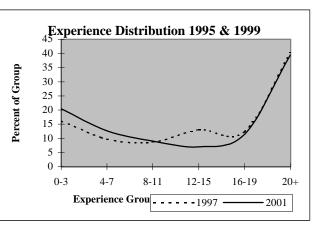
		Dis	strict Cou	nts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01	1	996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	45	17	70	41	-		8.3%	3.1%	11.7%	7.1%	=
Attrition from Transfers	1	6	13	4	-		0.2%	1.1%	2.2%	0.7%	-
Attrition from Exits	44	11	57	37	-		8.1%	2.0%	9.6%	6.4%	=
Teacher Attrition	41	15	56	31	-		8.9%	3.2%	11.0%	6.2%	=
Attrition from Transfers	0	6	11	3	-		0.0%	1.3%	2.2%	0.6%	-
Attrition from Exits	41	9	45	28	-		8.9%	1.9%	8.8%	5.6%	-
District Retention											
<b>Educator Retention</b>	498	536	526	538	-		91.7%	96.9%	88.3%	92.9%	-
Teacher Retention	422	456	455	470	-		91.1%	96.8%	89.0%	93.8%	-

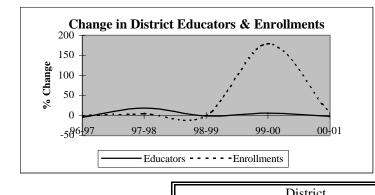
Teacher Retention	Di	strict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	78.3%	5.3%	16.4%
1 Year of Experience	84.9%	2.5%	12.6%
2 Years of Experience	90.7%	0.0%	9.3%
3 Years of Experience	87.8%	0.0%	12.2%
4 Years of Experience	92.0%	5.3%	2.7%
5 Years of Experience	97.1%	1 4%	1 4%

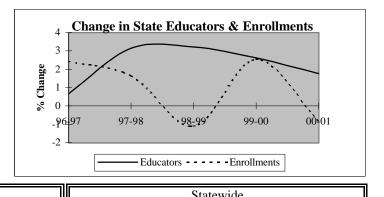
	Statewic	le Rates	
Retained	Transfer	Total	Attrition
78.6%	5.3%	83.9%	16.1%
84.3%	2.9%	87.2%	12.8%
86.1%	2.7%	88.8%	11.2%
87.3%	2.2%	89.6%	10.4%
88.4%	2.1%	90.5%	9.5%
89.6%	1.8%	91.4%	8.6%

		District Percentages						Statev	vide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	8.6%	13.4%	18.8%	20.1%	22.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.1%	8.1%	14.0%	11.7%	11.2%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.1%	0.2%	1.3%	1.0%	1.0%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	91.7%	91.1%	89.1%	90.2%	93.4%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.2%	0.2%	0.0%	0.2%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	7.0%	8.5%	9.6%	8.6%	5.6%		8.6%	9.3%	9.4%	11.0%	10.3%









			District					Statewide		
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Supply & Demand Indicator	s									<del></del> _
Student to Educator Ratio	6.0	5.3	5.3	14.2	15.0	16.4	16.2	15.5	15.5	15.1
Student to Teacher Ratio	7.1	6.1	6.2	16.4	17.0	19.2	18.8	18.1	18.0	17.6
Change in Educators	-24	73	-10	25	-12	-	-	-	-	-
% Change in Educators	-5.5%	17.7%	-2.1%	5.3%	-2.4%	0.7%	3.1%	3.2%	2.6%	1.8%
Change in Enrollments	-21	87	-27	4,540	252	-	-	-	-	-
% Change in Enrollment:	-0.8%	3.5%	-1.1%	178.8%	3.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%
Workforce										
% Part-Time	0.2%	1.0%	1.5%	1.0%	1.0%	0.7%	0.7%	0.7%	0.7%	6.9%
% Administrative Staff	4.1%	3.7%	4.0%	3.8%	2.7%	4.5%	4.5%	4.4%	4.4%	4.3%
% Professional Staff	11.4%	9.5%	10.1%	9.8%	9.0%	9.6%	9.5%	9.6%	9.6%	9.7%
% Minority	3.5%	4.1%	4.6%	4.2%	4.1%	12.1%	12.3%	12.4%	12.6%	12.8%
% Minority in Admin.	5.9%	5.6%	5.3%	5.3%	7.7%	16.8%	17.2%	16.7%	17.1%	17.7%
% Female in Admin.	47.1%	38.9%	31.6%	31.6%	30.8%	36.3%	37.4%	38.6%	40.6%	41.5%
Teachers										
Average Age	44.5	44.3	44.9	44.4	44.3	43.3	43.5	43.6	43.7	43.9
Average Experience	15.3	14.2	15.2	14.4	14.5	13.8	13.7	13.7	13.4	13.3
Average Salary	37,557	37,486	39,005	38,568	40,154	33,907	34,370	35,839	36,884	36,619
% Minority Teachers	3.8%	4.4%	5.1%	4.4%	4.4%	12.0%	12.1%	12.3%	12.5%	12.6%
% Female Teachers	79.6%	77.2%	77.2%	78.0%	79.1%	79.2%	79.4%	79.4%	79.4%	79.6%
% Special Ed. Teachers	9.5%	8.1%	7.6%	7.4%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%
Enrollment										
% Minority	13.2%	na	13.8%	13.2%	13.8%	26.0%	na	26.5%	27.3%	27.7%
% Special Education	0.7%	2.3%	0.5%	1.4%	1.4%	1.7%	1.6%	1.8%	1.8%	1.8%

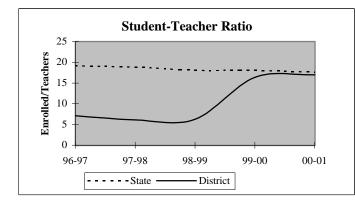
		Dis	strict Cou	nts				Distr	rict Percent	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	412	485	475	500	488		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	387	406	439	434	440		93.9%	83.7%	92.4%	86.8%	90.2%
Newly Hired	25	79	36	66	48	I	6.1%	16.3%	7.6%	13.2%	9.8%
Transfers In	4	14	7	10	7		16.0%	17.7%	19.4%	15.2%	14.6%
Reentrants	13	33	15	26	19		52.0%	41.8%	41.7%	39.4%	39.6%
First Time Educators	8	32	14	30	22		32.0%	40.5%	38.9%	45.5%	45.8%
Total Exiting Next Year	6	46	41	60	-	I	1.5%	9.5%	8.6%	12.0%	-
Transfers Out	2	10	9	2	=		33.3%	21.7%	22.0%	3.3%	=
Leave Tennessee Educ.	4	36	32	58	-		66.7%	78.3%	78.0%	96.7%	-

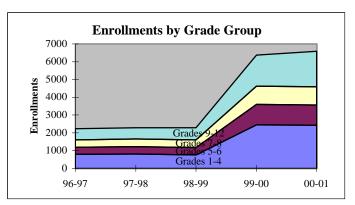
Dynamics Rates		District Rates								
District Attrition	1.5%	9.5%	8.6%	12.0%	-					
Transfers In/Out	2.00	1.40	0.78	5.00	-					

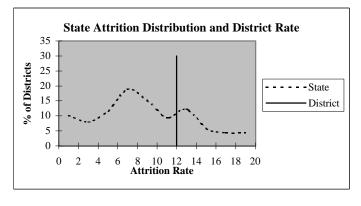
# District Report for: JOHNSON CITY

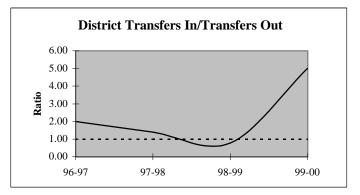
		Dist	rict Coun	ts			Distr	rict Percenta	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	412	485	475	500	488	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	17	18	19	19	13	4.1%	3.7%	4.0%	3.8%	2.7%
Professional Staff	47	46	48	49	44	11.4%	9.5%	10.1%	9.8%	9.0%
Total Teachers	348	421	408	432	431	84.5%	86.8%	85.9%	86.4%	88.3%
Special Education	33	34	31	32	33	9.5%	8.1%	7.6%	7.4%	7.7%
Pre-K & Kindergarten	29	38	32	32	36	8.3%	9.0%	7.8%	7.4%	8.4%
Elementary (1-4)	129	156	154	170	169	37.1%	37.1%	37.7%	39.4%	39.2%
Middle School (5-6)	39	47	48	50	49	11.2%	11.2%	11.8%	11.6%	11.4%
Jr. High (7-8)	30	35	35	43	36	8.6%	8.3%	8.6%	10.0%	8.4%
High School (9-12)	88	111	108	105	108	25.3%	26.4%	26.5%	24.3%	25.1%
Business	1	1	1	2	1	1.1%	0.9%	0.9%	1.9%	0.9%
Language Arts	11	9	12	13	15	12.5%	8.1%	11.1%	12.4%	13.9%
Social Studies	9	12	11	13	12	10.2%	10.8%	10.2%	12.4%	11.1%
Foreign Language	6	7	9	8	8	6.8%	6.3%	8.3%	7.6%	7.4%
Mathematics	12	13	12	2	3	13.6%	11.7%	11.1%	1.9%	2.8%
Science	8	11	11	9	8	9.1%	9.9%	10.2%	8.6%	7.4%
Vocational Education	21	24	22	21	21	23.9%	21.6%	20.4%	20.0%	19.4%
Other High School	20	34	30	37	40	22.7%	30.6%	27.8%	35.2%	37.0%
Total Enrollments	2.470	2 566	2 530	7.070	7 221	100 0%	100 0%	100.0%	100.0%	100 0%

Total Enrollments	2,479	2,566	2,539	7,079	7,331	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	214	216	193	615	637	8.6%	8.4%	7.6%	8.7%	8.7%
Grades 1-4	796	803	761	2,444	2,433	32.1%	31.3%	30.0%	34.5%	33.2%
Grades 5-6	396	418	410	1,151	1,124	16.0%	16.3%	16.1%	16.3%	15.3%
Grades 7-8	412	436	434	1,028	1,035	16.6%	17.0%	17.1%	14.5%	14.1%
Grades 9-12	627	633	685	1,745	1,996	25.3%	24.7%	27.0%	24.7%	27.2%
Ungraded	34	60	56	96	106	1.4%	2.3%	2.2%	1.4%	1.4%









District Percentages

District Counts

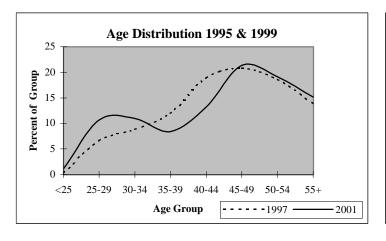
		Dist	net Coun	1.5			<u> </u>	ici Percenta	iges	
Profile by	1996-97 19	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	17	18	19	19	13	4.2%	3.8%	4.1%	4.0%	2.8%
White - Females	7	6	5	5	3	41.2%	33.3%	26.3%	26.3%	23.1%
White - Males	9	11	13	13	9	52.9%	61.1%	68.4%	68.4%	69.2%
Black - Females	1	1	1	1	1	5.9%	5.6%	5.3%	5.3%	7.7%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	47	46	48	48	43	11.6%	9.8%	10.4%	10.1%	9.2%
White - Females	40	40	41	41	38	85.1%	87.0%	85.4%	85.4%	88.4%
White - Males	7	6	7	6	5	14.9%	13.0%	14.6%	12.5%	11.6%
Black - Females	0	0	0	1	0	0.0%	0.0%	0.0%	2.1%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	341	405	394	410	413	84.2%	86.4%	85.5%	86.0%	88.1%
White - Females	261	299	292	310	316	76.5%	73.8%	74.1%	75.6%	76.5%
White - Males	67	88	82	82	79	19.6%	21.7%	20.8%	20.0%	19.1%
Black - Females	8	12	12	11	11	2.3%	3.0%	3.0%	2.7%	2.7%
Black - Males	4	4	6	5	5	1.2%	1.0%	1.5%	1.2%	1.2%
Other - Females	1	2	2	2	2	0.3%	0.5%	0.5%	0.5%	0.5%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Diet	rict Coun	to	<del></del>		Distr	ict Percenta	ngag	1
	1996-97 19			1999-00 2	0000 01	1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group		997-98 1			2000-01	<u> </u>				
Up to 24		_	_		4	0.20/				1.1%
_	1	5	5	5	4	0.3%	1.4%	1.4%	1.4%	10.70/
25-29	21	29	26	33	38	6.6%	8.2%	7.5%	9.3%	10.7%
25-29 30-34	21 28	29 31	26 28	33 33	38 39	6.6% 8.8%	8.2% 8.8%	7.5% 8.0%	9.3% 9.3%	11.0%
25-29 30-34 35-39	21 28 38	29 31 42	26 28 36	33 33 36	38 39 30	6.6% 8.8% 12.0%	8.2% 8.8% 11.9%	7.5% 8.0% 10.3%	9.3% 9.3% 10.1%	11.0% 8.4%
25-29 30-34 35-39 40-45	21 28 38 60	29 31 42 59	26 28 36 56	33 33 36 46	38 39 30 47	6.6% 8.8% 12.0% 18.9%	8.2% 8.8% 11.9% 16.7%	7.5% 8.0% 10.3% 16.1%	9.3% 9.3% 10.1% 12.9%	11.0% 8.4% 13.2%
25-29 30-34 35-39 40-45 45-49	21 28 38 60 66	29 31 42 59 69	26 28 36 56 75	33 33 36 46 78	38 39 30 47 76	6.6% 8.8% 12.0% 18.9% 20.8%	8.2% 8.8% 11.9% 16.7% 19.5%	7.5% 8.0% 10.3% 16.1% 21.6%	9.3% 9.3% 10.1% 12.9% 21.9%	11.0% 8.4% 13.2% 21.3%
25-29 30-34 35-39 40-45 45-49 50-54	21 28 38 60 66 59	29 31 42 59 69 65	26 28 36 56 75 69	33 33 36 46 78 74	38 39 30 47 76 68	6.6% 8.8% 12.0% 18.9% 20.8% 18.6%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4%	7.5% 8.0% 10.3% 16.1% 21.6% 19.8%	9.3% 9.3% 10.1% 12.9% 21.9% 20.8%	11.0% 8.4% 13.2% 21.3% 19.1%
25-29 30-34 35-39 40-45 45-49 50-54 55+	21 28 38 60 66 59 44	29 31 42 59 69 65 54	26 28 36 56 75 69 53	33 33 36 46 78 74 51	38 39 30 47 76 68 54	6.6% 8.8% 12.0% 18.9% 20.8%	8.2% 8.8% 11.9% 16.7% 19.5%	7.5% 8.0% 10.3% 16.1% 21.6%	9.3% 9.3% 10.1% 12.9% 21.9%	11.0% 8.4% 13.2% 21.3%
25-29 30-34 35-39 40-45 45-49 50-54	21 28 38 60 66 59	29 31 42 59 69 65	26 28 36 56 75 69	33 33 36 46 78 74	38 39 30 47 76 68	6.6% 8.8% 12.0% 18.9% 20.8% 18.6%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4%	7.5% 8.0% 10.3% 16.1% 21.6% 19.8%	9.3% 9.3% 10.1% 12.9% 21.9% 20.8%	11.0% 8.4% 13.2% 21.3% 19.1%
25-29 30-34 35-39 40-45 45-49 50-54 55+	21 28 38 60 66 59 44	29 31 42 59 69 65 54 44.3	26 28 36 56 75 69 53	33 33 36 46 78 74 51 44.4	38 39 30 47 76 68 54	6.6% 8.8% 12.0% 18.9% 20.8% 18.6% 13.9%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4% 15.3%	7.5% 8.0% 10.3% 16.1% 21.6% 19.8%	9.3% 9.3% 10.1% 12.9% 21.9% 20.8% 14.3%	11.0% 8.4% 13.2% 21.3% 19.1%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	21 28 38 60 66 59 44	29 31 42 59 69 65 54 44.3	26 28 36 56 75 69 53 44.9	33 33 36 46 78 74 51 44.4	38 39 30 47 76 68 54 44.3	6.6% 8.8% 12.0% 18.9% 20.8% 18.6% 13.9%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4% 15.3%	7.5% 8.0% 10.3% 16.1% 21.6% 19.8% 15.2%	9.3% 9.3% 10.1% 12.9% 21.9% 20.8% 14.3%	11.0% 8.4% 13.2% 21.3% 19.1% 15.2%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	21 28 38 60 66 59 44 44.5	29 31 42 59 69 65 54 44.3 Distr	26 28 36 56 75 69 53 44.9	33 33 36 46 78 74 51 44.4	38 39 30 47 76 68 54 44.3	6.6% 8.8% 12.0% 18.9% 20.8% 18.6% 13.9%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4% 15.3% Distr	7.5% 8.0% 10.3% 16.1% 21.6% 19.8% 15.2%	9.3% 9.3% 10.1% 12.9% 21.9% 20.8% 14.3%	11.0% 8.4% 13.2% 21.3% 19.1% 15.2%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	21 28 38 60 66 59 44 44.5	29 31 42 59 69 65 54 44.3 Distr	26 28 36 56 75 69 53 44.9	33 33 36 46 78 74 51 44.4	38 39 30 47 76 68 54 44.3	6.6% 8.8% 12.0% 18.9% 20.8% 13.6% 13.9%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4% 15.3% Distr 1997-98	7.5% 8.0% 10.3% 16.1% 21.6% 19.8% 15.2%  ict Percenta 1998-99	9.3% 9.3% 10.1% 12.9% 21.9% 20.8% 14.3%	11.0% 8.4% 13.2% 21.3% 19.1% 15.2% 2000-01
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	21 28 38 60 66 59 44 44.5	29 31 42 59 69 65 54 44.3 Distr 997-98 1	26 28 36 56 75 69 53 44.9 rict Coun 998-99	33 33 36 46 78 74 51 44.4	38 39 30 47 76 68 54 44.3	6.6% 8.8% 12.0% 18.9% 20.8% 13.9% 13.9%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4% 15.3% Distr 1997-98	7.5% 8.0% 10.3% 16.1% 21.6% 19.8% 15.2%  ict Percenta 1998-99 16.2% 11.8%	9.3% 9.3% 10.1% 12.9% 21.9% 20.8% 14.3%  1999-00 19.0% 13.4%	11.0% 8.4% 13.2% 21.3% 19.1% 15.2% 2000-01 19.3% 12.1%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	21 28 38 60 66 59 44 44.5	29 31 42 59 69 65 54 44.3 Distr 997-98 1 84 52 36	26 28 36 56 75 69 53 44.9 rict Coun 998-99 66 48 45	33 33 36 46 78 74 51 44.4 ts 1999-00 2 82 58 44	38 39 30 47 76 68 54 44.3	6.6% 8.8% 12.0% 18.9% 20.8% 18.6% 13.9% 11.8% 11.2% 11.5%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4% 15.3%  Distr 1997-98 20.0% 12.4% 8.6%	7.5% 8.0% 10.3% 16.1% 21.6% 19.8% 15.2%  ict Percenta 1998-99 16.2% 11.8% 11.0%	9.3% 9.3% 10.1% 12.9% 21.9% 20.8% 14.3%  1999-00 19.0% 13.4% 10.2%	11.0% 8.4% 13.2% 21.3% 19.1% 15.2% 2000-01 19.3% 12.1% 10.4%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	21 28 38 60 66 59 44 44.5	29 31 42 59 69 65 54 44.3 Distr 997-98 1 84 52 36 45	26 28 36 56 75 69 53 44.9 rict Coun 998-99 66 48 45 41	33 33 36 46 78 74 51 44.4 51 44.4 44.4	38 39 30 47 76 68 54 44.3 2000-01 83 52 45 47	6.6% 8.8% 12.0% 18.9% 20.8% 18.6% 13.9% 11.8% 11.2% 11.5% 14.4%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4% 15.3%  Distr 1997-98 20.0% 12.4% 8.6% 10.7%	7.5% 8.0% 10.3% 16.1% 21.6% 19.8% 15.2%  ict Percenta 1998-99 16.2% 11.8% 11.0% 10.0%	9.3% 9.3% 10.1% 12.9% 21.9% 20.8% 14.3% 1999-00 19.0% 13.4% 10.2% 10.2%	11.0% 8.4% 13.2% 21.3% 19.1% 15.2% 2000-01 19.3% 12.1% 10.4% 10.9%
25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	21 28 38 60 66 59 44 44.5	29 31 42 59 69 65 54 44.3 Distr 997-98 1 84 52 36	26 28 36 56 75 69 53 44.9 rict Coun 998-99 66 48 45	33 33 36 46 78 74 51 44.4 ts 1999-00 2 82 58 44	38 39 30 47 76 68 54 44.3	6.6% 8.8% 12.0% 18.9% 20.8% 18.6% 13.9% 11.8% 11.2% 11.5%	8.2% 8.8% 11.9% 16.7% 19.5% 18.4% 15.3%  Distr 1997-98 20.0% 12.4% 8.6%	7.5% 8.0% 10.3% 16.1% 21.6% 19.8% 15.2%  ict Percenta 1998-99 16.2% 11.8% 11.0%	9.3% 9.3% 10.1% 12.9% 21.9% 20.8% 14.3%  1999-00 19.0% 13.4% 10.2%	11.0% 8.4% 13.2% 21.3% 19.1% 15.2% 2000-01 19.3% 12.1% 10.4%

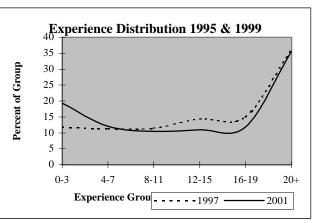
		District Counts						District Rates					
Attrition	1996-97 19	997-98	1998-99	1999-00 2	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	6	46	41	60	-		1.5%	9.5%	8.6%	12.0%	-		
Attrition from Transfers	2	10	9	2	-		0.5%	2.1%	1.9%	0.4%	-		
Attrition from Exits	4	36	32	58	-		1.0%	7.4%	6.7%	11.6%	-		
Teacher Attrition	6	43	38	48	-		1.7%	10.2%	9.3%	11.1%	-		
Attrition from Transfers	2	9	7	2	-		0.6%	2.1%	1.7%	0.5%	-		
Attrition from Exits	4	34	31	46	-		1.1%	8.1%	7.6%	10.6%	-		
District Retention													
<b>Educator Retention</b>	406	439	434	440	-		98.5%	90.5%	91.4%	88.0%	-		
Teacher Retention	342	378	370	384	-		98.3%	89.8%	90.7%	88.9%	-		

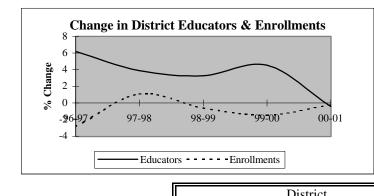
Teacher Retention	Di	District Rates			
5 Year Average Retention Rate	Retained	Transfer	Attrition		
New Entrants	60.6%	7.1%	32.3%		
1 Year of Experience	85.5%	4.8%	9.6%		
2 Years of Experience	86.8%	1.3%	11.8%		
3 Years of Experience	82.9%	4.3%	12.9%		
4 Years of Experience	91.7%	0.0%	8.3%		
5 Years of Experience	89.1%	0.0%	10.9%		

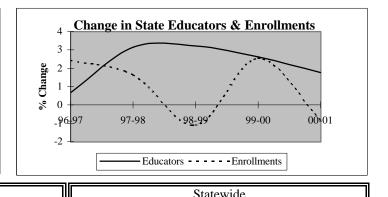
Statewide Rates											
Retained	Transfer	Attrition									
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ct Percent	ages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	7.2%	9.9%	12.7%	14.8%	15.5%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	2.7%	5.1%	7.4%	7.0%	6.5%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.5%	0.6%	1.3%	0.6%	0.2%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	94.4%	85.8%	92.6%	88.2%	91.2%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.2%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.1%	13.4%	6.1%	11.2%	8.6%		8.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s			<u></u>	<u></u>		<u> </u>	<del></del> ,			
Student to Educator Ratio	13.8	13.5	13.0	12.2	12.3	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	16.8	16.4	16.0	15.1	14.8	19.2	18.8	18.1	18.0	17.6	
Change in Educators	12	8	7	10	-1	-	-	-	-	-	
% Change in Educators	6.2%	3.9%	3.3%	4.5%	-0.4%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-84	31	-18	-42	-5	-	-	-	-	-	
% Change in Enrollment:	-2.9%	1.1%	-0.6%	-1.5%	-0.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.5%	1.4%	2.3%	0.9%	5.7%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.4%	4.7%	4.5%	4.3%	3.9%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	13.1%	13.1%	14.5%	14.7%	13.0%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	0.5%	0.5%	0.5%	0.4%	0.4%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	11.1%	30.0%	30.0%	20.0%	22.2%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	41.1	40.7	41.4	42.1	42.6	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.2	12.6	13.3	13.3	13.3	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,801	29,276	30,569	31,703	31,237	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	0.6%	0.6%	0.6%	0.6%	0.5%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	71.8%	72.2%	71.5%	73.3%	73.3%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.6%	10.2%	11.2%	12.3%	12.0%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	1.5%	na	1.2%	1.1%	1.4%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.0%	1.3%	0.8%	1.3%	1.3%	1.7%	1.6%	1.8%	1.8%	1.8%	

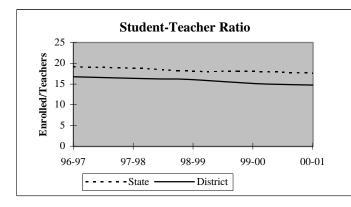
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	206	214	221	231	230	-	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	183	189	207	209	213		88.8%	88.3%	93.7%	90.5%	92.6%	
Newly Hired	23	25	14	22	17		11.2%	11.7%	6.3%	9.5%	7.4%	
Transfers In	1	1	4	0	1		4.3%	4.0%	28.6%	0.0%	5.9%	
Reentrants	14	7	3	8	4		60.9%	28.0%	21.4%	36.4%	23.5%	
First Time Educators	8	17	7	14	12		34.8%	68.0%	50.0%	63.6%	70.6%	
Total Exiting Next Year	17	7	12	18	-		8.3%	3.3%	5.4%	7.8%	-	
Transfers Out	3	0	5	2	-		17.6%	0.0%	41.7%	11.1%	-	
Leave Tennessee Educ.	14	7	7	16	-		82.4%	100.0%	58.3%	88.9%	-	

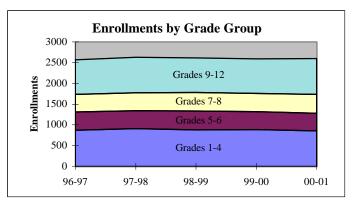
Dynamics Rates	District Rates									
District Attrition	8.3%	3.3%	5.4%	7.8%	-					
Transfers In/Out	0.33	nc	0.80	0.00	-					

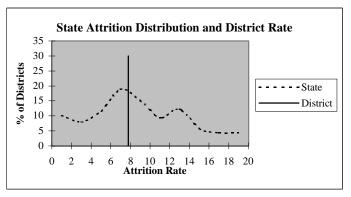
# District Report for: WAYNE COUNTY

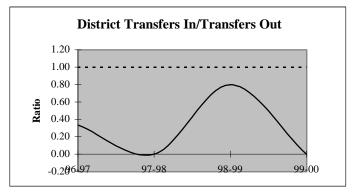
		Dis	trict Coun	ts			Distr	rict Percent	ages	
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	206	214	221	231	230	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	9	10	10	10	9	4.4%	4.7%	4.5%	4.3%	3.9%
Professional Staff	27	28	32	34	30	13.1%	13.1%	14.5%	14.7%	13.0%
Total Teachers	170	176	179	187	191	82.5%	82.2%	81.0%	81.0%	83.0%
Special Education	18	18	20	23	23	10.6%	10.2%	11.2%	12.3%	12.0%
Pre-K & Kindergarten	9	9	10	9	9	5.3%	5.1%	5.6%	4.8%	4.7%
Elementary (1-4)	52	59	57	62	65	30.6%	33.5%	31.8%	33.2%	34.0%
Middle School (5-6)	18	20	20	19	20	10.6%	11.4%	11.2%	10.2%	10.5%
Jr. High (7-8)	20	17	16	18	18	11.8%	9.7%	8.9%	9.6%	9.4%
High School (9-12)	53	53	56	56	56	31.2%	30.1%	31.3%	29.9%	29.3%
Business	1	1	2	2	2	1.9%	1.9%	3.6%	3.6%	3.6%
Language Arts	7	5	5	8	8	13.2%	9.4%	8.9%	14.3%	14.3%
Social Studies	3	7	7	7	6	5.7%	13.2%	12.5%	12.5%	10.7%
Foreign Language	3	2	2	3	4	5.7%	3.8%	3.6%	5.4%	7.1%
Mathematics	5	6	6	6	6	9.4%	11.3%	10.7%	10.7%	10.7%
Science	5	6	6	5	3	9.4%	11.3%	10.7%	8.9%	5.4%
Vocational Education	13	12	13	12	12	24.5%	22.6%	23.2%	21.4%	21.4%
Other High School	16	14	15	13	15	30.2%	26.4%	26.8%	23.2%	26.8%
Total Enrollments	2,853	2,884	2,866	2,824	2,819	100.0%	100.0%	100.0%	100.0%	100.0%

Total Enrollments	2,853	2,884	2,866	2,824	2,819	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	248	219	217	199	183	8.7%	7.6%	7.6%	7.0%	6.5%
Grades 1-4	871	913	880	884	854	30.5%	31.7%	30.7%	31.3%	30.3%
Grades 5-6	437	426	453	433	430	15.3%	14.8%	15.8%	15.3%	15.3%
Grades 7-8	430	435	451	439	450	15.1%	15.1%	15.7%	15.5%	16.0%
Grades 9-12	830	854	829	833	864	29.1%	29.6%	28.9%	29.5%	30.6%
Ungraded	37	37	36	36	38	1.3%	1.3%	1.3%	1.3%	1.3%









		Di	strict Cou	nts	1	District Percentages				
Profile by	1996-97				2000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender	<u> </u>						J.			
Administrative	8	9	9	9	9	3.9%	4.3%	4.2%	4.0%	4.0%
White - Females	1	3	3	2	2	12.5%	33.3%	33.3%	22.2%	22.2%
White - Males	7	6	6	7	7	87.5%	66.7%	66.7%	77.8%	77.8%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	27	28	32	33	30	13.2%	13.5%	14.8%	14.8%	13.3%
White - Females	15	15	18	19	18	55.6%	53.6%	56.3%	57.6%	60.0%
White - Males	12	13	14	14	12	44.4%	46.4%	43.8%	42.4%	40.0%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	169	170	175	181	186	82.8%	82.1%	81.0%	81.2%	82.7%
White - Females	121	124	126	135	139	71.6%	72.9%	72.0%	74.6%	74.7%
White - Males	47	45	48	45	46	27.8%	26.5%	27.4%	24.9%	24.7%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	0.6%	0.6%	0.6%	0.6%	0.5%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
	Ī <del>-</del>					i e				1
Age Distribution			strict Cou					rict Percent		
Teachers by Age Group	1996-97	1997-98	1998-99	1999-00	2000-01		1997-98	1998-99	1999-00	2000-01
Up to 24	3	4	3	1	3	1.9%	2.5%	1.9%	0.6%	2.0%
25-29	24	27	22	14	12	15.4%	17.2%	14.0%	9.1%	7.9%
30-34	23	20	20	28	27	14.7%	12.7%	12.7%	18.2%	17.8%
35-39	20	23	27	26	20	12.8%	14.6%	17.2%	16.9%	13.2%
40-45	27	22	22	22	24	17.3%	14.0%	14.0%	14.3%	15.8%
45-49	23	25	20	19	23	14.7%	15.9%	12.7%	12.3%	15.1%
50-54	20	22	27	28	27	12.8%	14.0%	17.2%	18.2%	17.8%
55+	16	14	16	16	16	10.3%	8.9%	10.2%	10.4%	10.5%
Average Age	41.1	40.7	41.4	42.1	42.6					
	-				1	-				
Experience Distribution	District Counts							rict Percent		
Teachers by Experience	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	29	35	35	39	43	17.1%	19.9%	19.6%	20.9%	22.5%
4-7 Years	31	35	38	35	23	18.2%	19.9%	21.2%	18.7%	12.0%
8-11 Years	27	24	20	21	28	15.9%	13.6%	11.2%	11.2%	14.7%
12-15 Years	17	14	16	20	24	10.0%	8.0%	8.9%	10.7%	12.6%
16-19 Years	19	21	18	16	16	11.2%	11.9%	10.1%	8.6%	8.4%

20+ Years

Average Experience

56

13.3

57

13.3

27.6%

26.7%

29.1%

52

13.3

47

12.6

47

13.2

29.9%

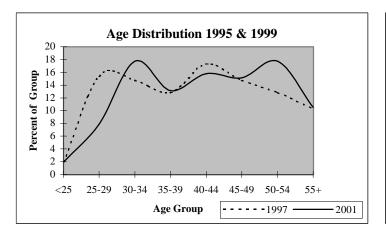
29.8%

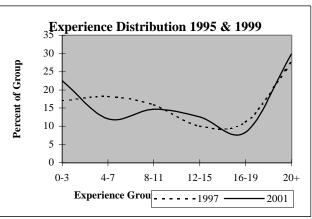
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	17	7	12	18	-	İL	8.3%	3.3%	5.4%	7.8%	-		
Attrition from Transfers	3	0	5	2	-		1.5%	0.0%	2.3%	0.9%	-		
Attrition from Exits	14	7	7	16	-		6.8%	3.3%	3.2%	6.9%	=		
Teacher Attrition	14	7	10	13	-		8.2%	4.0%	5.6%	7.0%	=		
Attrition from Transfers	2	0	4	1	-		1.2%	0.0%	2.2%	0.5%	-		
Attrition from Exits	12	7	6	12	-		7.1%	4.0%	3.4%	6.4%	-		
District Retention													
<b>Educator Retention</b>	189	207	209	213	-		91.7%	96.7%	94.6%	92.2%	-		
Teacher Retention	156	169	169	174	-		91.8%	96.0%	94.4%	93.0%	-		

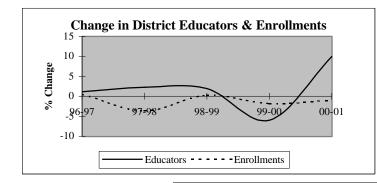
Teacher Retention	D	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	81.0%	3.2%	15.9%					
1 Year of Experience	88.1%	4.8%	7.1%					
2 Years of Experience	90.6%	0.0%	9.4%					
3 Years of Experience	93.0%	0.0%	7.0%					
4 Years of Experience	88.6%	2.3%	9.1%					
5 Years of Experience	97.4%	0.0%	2.6%					

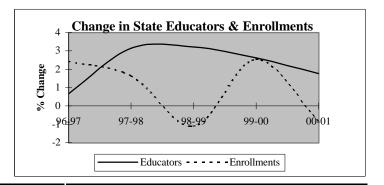
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	3.2%	9.5%	10.3%	12.1%	10.2%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	1.4%	5.0%	6.3%	5.4%	3.0%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.0%	0.9%	5.4%	0.4%	2.6%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	87.9%	87.9%	90.0%	90.0%	90.4%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	11.2%	11.2%	4.5%	9.5%	7.0%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	16.2	15.2	15.0	15.6	14.1	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	18.9	17.9	17.4	18.4	16.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	4	8	7	-22	34	-	-	-	-	-	
% Change in Educators	1.2%	2.3%	2.0%	-6.0%	9.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	30	-208	12	-101	-54	-	-	-	-	-	
% Change in Enrollment:	0.5%	-3.7%	0.2%	-1.8%	-1.0%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	1.7%	1.7%	1.6%	0.6%	10.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.6%	5.0%	4.4%	5.0%	4.5%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.7%	10.1%	9.9%	9.9%	9.8%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	3.5%	3.2%	3.1%	3.6%	3.8%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	6.3%	11.1%	12.5%	11.8%	11.8%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	25.0%	16.7%	12.5%	11.8%	11.8%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.7	43.2	43.5	44.2	44.1	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.5	14.0	14.3	14.9	14.7	13.8	13.7	13.7	13.4	13.3	
Average Salary	29,561	29,323	30,893	32,400	31,642	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	3.4%	2.4%	2.3%	2.8%	3.2%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	80.7%	80.6%	81.5%	82.2%	81.1%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.3%	8.9%	9.3%	9.9%	9.3%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	8.9%	na	9.8%	9.8%	10.1%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	0.8%	0.8%	0.7%	0.8%	1.1%	1.7%	1.6%	1.8%	1.8%	1.8%	

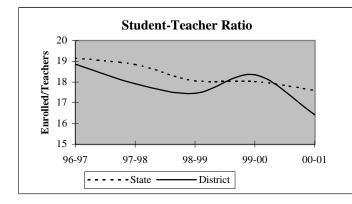
		District Counts						District Percentages				
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	350	358	365	343	377		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	320	311	337	323	341		91.4%	86.9%	92.3%	94.2%	90.5%	
Newly Hired	30	47	28	20	36		8.6%	13.1%	7.7%	5.8%	9.5%	
Transfers In	3	11	3	2	2		10.0%	23.4%	10.7%	10.0%	5.6%	
Reentrants	10	14	6	7	18		33.3%	29.8%	21.4%	35.0%	50.0%	
First Time Educators	17	22	19	11	16		56.7%	46.8%	67.9%	55.0%	44.4%	
Total Exiting Next Year	39	21	42	2	-		11.1%	5.9%	11.5%	0.6%	-	
Transfers Out	8	3	7	0	-		20.5%	14.3%	16.7%	0.0%	-	
Leave Tennessee Educ.	31	18	35	2	-		79.5%	85.7%	83.3%	100.0%	-	

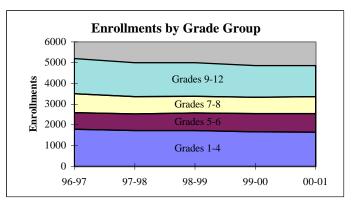
Dynamics Rates	District Rates									
District Attrition	11.1%	5.9%	11.5%	0.6%	-					
Transfers In/Out	0.38	3.67	0.43	nc	-					

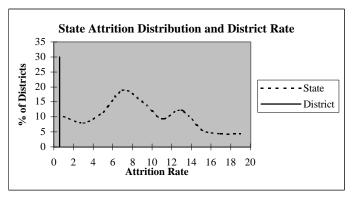
## District Report for: WEAKLEY COUNTY

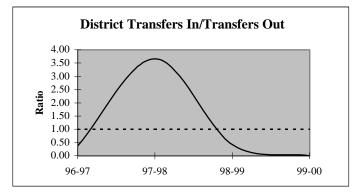
		Dist	rict Count	ts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	350	358	365	343	377	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	16	18	16	17	17	4.6%	5.0%	4.4%	5.0%	4.5%	
Professional Staff	34	36	36	34	37	9.7%	10.1%	9.9%	9.9%	9.8%	
Total Teachers	300	304	313	292	323	85.7%	84.9%	85.8%	85.1%	85.7%	
Special Education	25	27	29	29	30	8.3%	8.9%	9.3%	9.9%	9.3%	
Pre-K & Kindergarten	21	23	22	24	23	7.0%	7.6%	7.0%	8.2%	7.1%	
Elementary (1-4)	88	90	97	86	95	29.3%	29.6%	31.0%	29.5%	29.4%	
Middle School (5-6)	36	35	42	40	43	12.0%	11.5%	13.4%	13.7%	13.3%	
Jr. High (7-8)	32	33	35	35	38	10.7%	10.9%	11.2%	12.0%	11.8%	
High School (9-12)	98	96	88	78	94	32.7%	31.6%	28.1%	26.7%	29.1%	
Business	7	4	2	2	2	7.1%	4.2%	2.3%	2.6%	2.1%	
Language Arts	10	11	10	12	13	10.2%	11.5%	11.4%	15.4%	13.8%	
Social Studies	8	9	7	8	9	8.2%	9.4%	8.0%	10.3%	9.6%	
Foreign Language	4	6	6	6	7	4.1%	6.3%	6.8%	7.7%	7.4%	
Mathematics	13	13	13	10	11	13.3%	13.5%	14.8%	12.8%	11.7%	
Science	10	8	9	7	9	10.2%	8.3%	10.2%	9.0%	9.6%	
Vocational Education	15	26	23	21	23	15.3%	27.1%	26.1%	26.9%	24.5%	
Other High School	31	19	18	12	20	31.6%	19.8%	20.5%	15.4%	21.3%	
Total Enrollments	5,657	5,449	5,461	5,360	5,306	100.0%	100.0%	100.0%	100.0%	100.0%	

Total Enrollments	5,657	5,449	5,461	5,360	5,306	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	416	405	415	457	397	7.4%	7.4%	7.6%	8.5%	7.5%
Grades 1-4	1,783	1,732	1,721	1,664	1,651	31.5%	31.8%	31.5%	31.0%	31.1%
Grades 5-6	814	795	850	878	888	14.4%	14.6%	15.6%	16.4%	16.7%
Grades 7-8	900	834	801	790	822	15.9%	15.3%	14.7%	14.7%	15.5%
Grades 9-12	1,696	1,641	1,630	1,528	1,490	30.0%	30.1%	29.8%	28.5%	28.1%
Ungraded	48	42	44	43	58	0.8%	0.8%	0.8%	0.8%	1.1%









		Dist	rict Count	S		District Percentages				
Profile by	1996-97 1	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98		1999-00	2000-01
Known Race and Gender										
Administrative	16	18	16	17	17	4.7%	5.2%	4.5%	5.1%	4.7%
White - Females	4	3	2	2	2	25.0%	16.7%	12.5%	11.8%	11.8%
White - Males	11	13	12	13	13	68.8%	72.2%	75.0%	76.5%	76.5%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	1	1	1	1	1	6.3%	5.6%	6.3%	5.9%	5.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	1	1	1	1	0.0%	5.6%	6.3%	5.9%	5.9%
Professional Staff	34	35	35	33	36	10.0%	10.1%	9.9%	10.0%	9.9%
White - Females	26	27	26	24	27	76.5%	77.1%	74.3%	72.7%	75.0%
White - Males	7	6	7	7	7	20.6%	17.1%	20.0%	21.2%	19.4%
Black - Females	1	2	2	2	2	2.9%	5.7%	5.7%	6.1%	5.6%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	291	295	303	281	311	85.3%	84.8%	85.6%	84.9%	85.4%
White - Females	229	233	243	225	245	78.7%	79.0%	80.2%	80.1%	78.8%
White - Males	52	55	53	48	56	17.9%	18.6%	17.5%	17.1%	18.0%
Black - Females	8	7	6	7	9	2.7%	2.4%	2.0%	2.5%	2.9%
Black - Males	1	0	1	1	1	0.3%	0.0%	0.3%	0.4%	0.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	0	0	0	0	0.3%	0.0%	0.0%	0.0%	0.0%
					<del></del> 1					
Age Distribution			rict Count					rict Percenta		
Teachers by Age Group	1996-97 1		998-99 1	999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	2	3	1	5	12	0.7%	1.1%	0.3%	1.9%	4.2%
25-29	30	31	36	19	21	10.7%	11.0%	12.5%	7.2%	7.3%
30-34	19	31	32	35	35	6.8%	11.0%	11.1%	13.2%	12.2%
35-39	38	30	25	19	20	13.5%	10.7%	8.7%	7.2%	7.0%
40-45	60	54	53	42	44	21.4%	19.2%	18.5%	15.8%	15.4%
45-49	58	49	56	55	55	20.6%	17.4%	19.5%	20.8%	19.2%
50-54	34	44	43	52	55	12.1%	15.7%	15.0%	19.6%	19.2%
55+								1 / 20/	14.3%	15.4%
	40	39	41	38	44	14.2%	13.9%	14.3%	14.570	
Average Age				38 44.2	44 44.1	14.2%	13.9%	14.5%	14.570	
Average Age	40 43.7	39 43.2	41 43.5			14.2%	13.9%	14.3%	14.370	
Average Age						14.2%	13.9%	14.3%	14.570	
Average Age  Experience Distribution		43.2		44.2		14.2%		ict Percenta		
Experience Distribution	43.7	43.2 Distr	43.5	44.2	44.1		Distr	ict Percenta	ges	2000-01
Experience Distribution Teachers by Experience	43.7	43.2 Distr 997-98 1	43.5 rict Count 998-99 1	44.2 s 999-00 2	44.1 000-01	1996-97	Distr 1997-98	ict Percenta	ges 1999-00	2000-01
Experience Distribution Teachers by Experience 0-3 Years	43.7 1996-97 1 52	43.2  Distr 997-98 1 60	43.5 rict Count 998-99 1 60	44.2 s 999-00 2 50	44.1 000-01 60	1996-97	Distr 1997-98 19.7%	ict Percenta 1998-99	ges 1999-00 17.1%	18.6%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	43.7 1996-97 1 52 38	13.2 Distr 1997-98 1 60 40	43.5  rict Count 998-99 1 60 41	44.2 s 999-00 2 50 41	44.1 000-01 60 50	1996-97 17.3% 12.7%	Distr 1997-98 19.7% 13.2%	1998-99 19.2% 13.1%	ges 1999-00 17.1% 14.0%	18.6% 15.5%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	43.7 1996-97 1 52 38 29	13.2 Distribution of the property of the prop	43.5  rict Count  998-99 1  60 41 37	44.2 s 999-00 2 50 41 30	44.1 000-01 60 50 33	1996-97 17.3% 12.7% 9.7%	Distr 1997-98 19.7% 13.2% 11.5%	1998-99 19.2% 13.1% 11.8%	ges 1999-00 17.1% 14.0% 10.3%	18.6% 15.5% 10.2%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	43.7 1996-97 1 52 38 29 36	13.2 Distr	43.5  rict Count 998-99 1 60 41 37 30	44.2 s 999-00 2 50 41 30 31	44.1 000-01 60 50 33 29	1996-97 17.3% 12.7% 9.7% 12.0%	Distr 1997-98 19.7% 13.2% 11.5% 8.9%	1998-99 19.2% 13.1% 11.8% 9.6%	ges 1999-00 17.1% 14.0% 10.3% 10.6%	18.6% 15.5% 10.2% 9.0%
Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	43.7 1996-97 1 52 38 29	13.2 Distribution of the property of the prop	43.5  rict Count  998-99 1  60 41 37	44.2 s 999-00 2 50 41 30	44.1 000-01 60 50 33	1996-97 17.3% 12.7% 9.7%	Distr 1997-98 19.7% 13.2% 11.5%	1998-99 19.2% 13.1% 11.8%	ges 1999-00 17.1% 14.0% 10.3%	18.6% 15.5% 10.2%

Average Experience

14.5

14.0

14.9

14.7

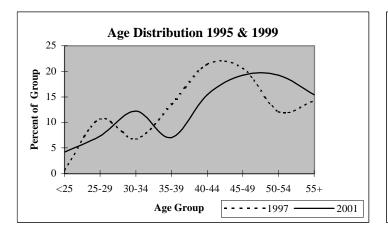
14.3

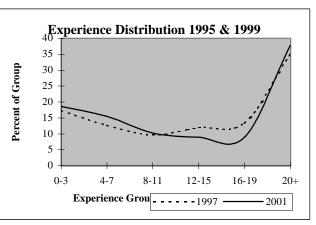
		Dist	rict Counts	S		District Rates				
Attrition	1996-97	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	39	21	42	2	-	11.1%	5.9%	11.5%	0.6%	-
Attrition from Transfers	8	3	7	0	-	2.3%	0.8%	1.9%	0.0%	-
Attrition from Exits	31	18	35	2	-	8.9%	5.0%	9.6%	0.6%	-
Teacher Attrition	34	19	40	2	-	11.3%	6.3%	12.8%	0.7%	-
Attrition from Transfers	7	3	7	0	-	2.3%	1.0%	2.2%	0.0%	-
Attrition from Exits	27	16	33	2	-	9.0%	5.3%	10.5%	0.7%	-
District Retention										
<b>Educator Retention</b>	311	337	323	341	-	88.9%	94.1%	88.5%	99.4%	-
Teacher Retention	266	285	273	290	-	88.7%	93.8%	87.2%	99.3%	-

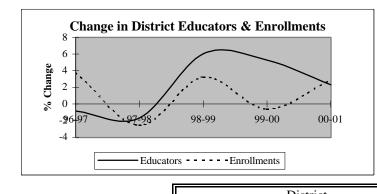
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	71.8%	5.1%	23.1%					
1 Year of Experience	81.9%	6.9%	11.1%					
2 Years of Experience	89.2%	0.0%	10.8%					
3 Years of Experience	86.7%	3.3%	10.0%					
4 Years of Experience	92.2%	2.0%	5.9%					
5 Years of Experience	92.0%	2.0%	6.0%					

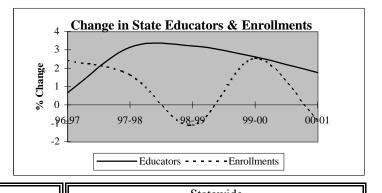
Statewide Rates										
Retained	Transfer	Total	Attrition							
78.6%	5.3%	83.9%	16.1%							
84.3%	2.9%	87.2%	12.8%							
86.1%	2.7%	88.8%	11.2%							
87.3%	2.2%	89.6%	10.4%							
88.4%	2.1%	90.5%	9.5%							
89.6%	1.8%	91.4%	8.6%							

		District Percentages						Statewide Percentages				
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	6.6%	12.1%	14.6%	13.7%	14.9%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	4.3%	9.5%	11.1%	8.5%	6.4%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	0.6%	0.6%	0.8%	1.5%	0.8%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	91.4%	89.1%	92.3%	93.3%	90.2%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.3%	0.3%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	7.7%	10.1%	6.8%	5.2%	9.0%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	'S										
Student to Educator Ratio	17.4	17.2	16.8	15.8	15.9	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	20.5	20.0	19.7	18.4	19.0	19.2	18.8	18.1	18.0	17.6	
Change in Educators	-2	-4	14	13	6	-	-	-	-	-	
% Change in Educators	-0.8%	-1.7%	6.0%	5.3%	2.3%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	150	-106	129	-26	118	=	-	-	=	-	
% Change in Enrollment:	3.8%	-2.6%	3.2%	-0.6%	2.9%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.4%	0.0%	0.4%	0.0%	7.9%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.7%	4.3%	5.3%	5.0%	5.7%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.6%	9.5%	9.8%	8.9%	10.6%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	1.7%	1.8%	1.7%	1.6%	1.6%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	0.0%	0.0%	0.0%	0.0%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	18.2%	20.0%	38.5%	38.5%	33.3%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.1	42.0	41.7	41.8	41.5	43.3	43.5	43.6	43.7	43.9	
Average Experience	14.3	14.1	13.6	13.5	13.4	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,381	30,595	31,336	32,403	31,641	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	2.1%	2.1%	2.0%	1.9%	1.9%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	79.5%	80.5%	79.9%	78.9%	80.2%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	9.0%	9.5%	9.6%	10.8%	8.6%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	2.7%	na	2.9%	3.1%	3.3%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.0%	1.1%	0.5%	0.9%	0.8%	1.7%	1.6%	1.8%	1.8%	1.8%	
_											

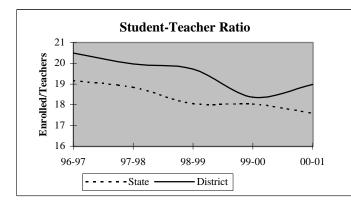
		Dis	strict Cour	nts				Dist	rict Percenta	ages	
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	236	232	246	259	265		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	221	214	225	237	240		93.6%	92.2%	91.5%	91.5%	90.6%
Newly Hired	15	18	21	22	25		6.4%	7.8%	8.5%	8.5%	9.4%
Transfers In	1	4	0	1	4		6.7%	22.2%	0.0%	4.5%	16.0%
Reentrants	5	1	3	2	5		33.3%	5.6%	14.3%	9.1%	20.0%
First Time Educators	9	13	18	19	16		60.0%	72.2%	85.7%	86.4%	64.0%
Total Exiting Next Year	22	7	9	19	-	I	9.3%	3.0%	3.7%	7.3%	-
Transfers Out	2	0	1	0	-		9.1%	0.0%	11.1%	0.0%	-
Leave Tennessee Educ.	20	7	8	19	-		90.9%	100.0%	88.9%	100.0%	-

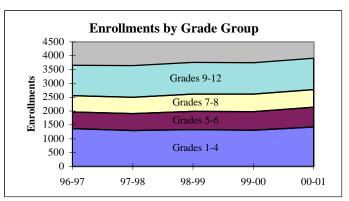
Dynamics Rates	District Rates							
District Attrition	9.3%	3.0%	3.7%	7.3%	-			
Transfers In/Out	0.50	nc	0.00	nc	-			

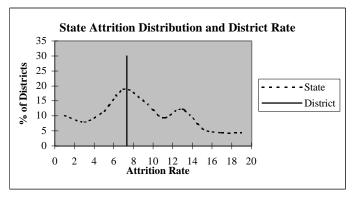
# District Report for: WHITE COUNTY

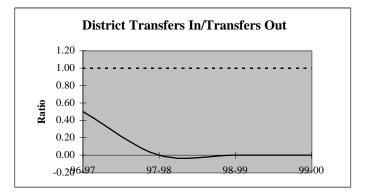
		Dis	strict Cou	nts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	236	232	246	259	265	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	11	10	13	13	15	4.7%	4.3%	5.3%	5.0%	5.7%	
Professional Staff	25	22	24	23	28	10.6%	9.5%	9.8%	8.9%	10.6%	
Total Teachers	200	200	209	223	222	84.7%	86.2%	85.0%	86.1%	83.8%	
Special Education	18	19	20	24	19	9.0%	9.5%	9.6%	10.8%	8.6%	
Pre-K & Kindergarten	17	15	15	17	18	8.5%	7.5%	7.2%	7.6%	8.1%	
Elementary (1-4)	72	73	79	83	89	36.0%	36.5%	37.8%	37.2%	40.1%	
Middle School (5-6)	23	26	28	28	27	11.5%	13.0%	13.4%	12.6%	12.2%	
Jr. High (7-8)	26	26	28	28	27	13.0%	13.0%	13.4%	12.6%	12.2%	
High School (9-12)	44	41	39	43	42	22.0%	20.5%	18.7%	19.3%	18.9%	
Business	2	1	2	3	3	4.5%	2.4%	5.1%	7.0%	7.1%	
Language Arts	5	5	5	6	5	11.4%	12.2%	12.8%	14.0%	11.9%	
Social Studies	7	4	4	5	4	15.9%	9.8%	10.3%	11.6%	9.5%	
Foreign Language	1	2	2	2	2	2.3%	4.9%	5.1%	4.7%	4.8%	
Mathematics	6	5	5	6	5	13.6%	12.2%	12.8%	14.0%	11.9%	
Science	4	5	5	5	4	9.1%	12.2%	12.8%	11.6%	9.5%	
Vocational Education	12	10	8	11	12	27.3%	24.4%	20.5%	25.6%	28.6%	
Other High School	7	9	8	5	7	15.9%	22.0%	20.5%	11.6%	16.7%	

Total Enrollments	4,098	3,992	4,121	4,095	4,213	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	353	302	315	305	270	8.6%	7.6%	7.6%	7.4%	6.4%
Grades 1-4	1,364	1,296	1,333	1,310	1,428	33.3%	32.5%	32.3%	32.0%	33.9%
Grades 5-6	605	618	655	673	715	14.8%	15.5%	15.9%	16.4%	17.0%
Grades 7-8	589	579	632	627	633	14.4%	14.5%	15.3%	15.3%	15.0%
Grades 9-12	1,100	1,153	1,140	1,143	1,135	26.8%	28.9%	27.7%	27.9%	26.9%
Ungraded	87	44	46	37	32	2.1%	1.1%	1.1%	0.9%	0.8%









District Percentages

District Counts

Profile by	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender					,					
Administrative	11	10	13	12	14	4.8%	4.4%	5.4%	4.8%	5.5%
White - Females	2	2	5	5	5	18.2%	20.0%	38.5%	41.7%	35.7%
White - Males	9	8	8	7	9	81.8%	80.0%	61.5%	58.3%	64.3%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	25	22	24	23	28	10.9%	9.7%	10.0%	9.2%	11.0%
White - Females	20	17	19	19	23	80.0%	77.3%	79.2%	82.6%	82.1%
White - Males	5	5	5	4	5	20.0%	22.7%	20.8%	17.4%	17.9%
Black - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	193	194	202	214	213	84.3%	85.8%	84.5%	85.9%	83.5%
White - Females	153	155	161	170	172	79.3%	79.9%	79.7%	79.4%	80.8%
White - Males	36	35	37	40	37	18.7%	18.0%	18.3%	18.7%	17.4%
Black - Females	3	3	3	3	3	1.6%	1.5%	1.5%	1.4%	1.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	1	1	1	1	1	0.5%	0.5%	0.5%	0.5%	0.5%
A D' ('I ('	ī									1
		D:								
Age Distribution	100605		rict Cour		1000 01	1006.05		rict Percent		2000.01
Teachers by Age Group		997-98 1	998-99	1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	4	997-98 1 7	998-99	1999-00 <sub>2</sub>	9	2.1%	1997-98 3.6%	1998-99	1999-00	4.3%
Teachers by Age Group Up to 24 25-29	4 22	997-98 1 7 22	998-99 5 28	1999-00 2 7 30	9 28	2.1% 11.3%	1997-98 3.6% 11.3%	1998-99 2.5% 13.9%	1999-00 3.3% 14.0%	4.3% 13.4%
Teachers by Age Group Up to 24 25-29 30-34	4 22 23	997-98 1 7 22 20	998-99 5 28 26	1999-00 2 7 30 28	9 28 31	2.1% 11.3% 11.8%	3.6% 11.3% 10.3%	1998-99 2.5% 13.9% 12.9%	3.3% 14.0% 13.1%	4.3% 13.4% 14.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39	4 22 23 23	997-98 1 7 22 20 26	998-99 5 28 26 25	7 30 28 27	9 28 31 23	2.1% 11.3% 11.8% 11.8%	3.6% 11.3% 10.3% 13.4%	2.5% 13.9% 12.9% 12.4%	1999-00 3.3% 14.0% 13.1% 12.6%	4.3% 13.4% 14.8% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	4 22 23 23 23 35	997-98 1 7 22 20 26 33	998-99 5 28 26 25 28	7 30 28 27 23	9 28 31 23 23	2.1% 11.3% 11.8% 11.8% 17.9%	3.6% 11.3% 10.3% 13.4% 17.0%	1998-99 2.5% 13.9% 12.9% 12.4% 13.9%	3.3% 14.0% 13.1% 12.6% 10.7%	4.3% 13.4% 14.8% 11.0% 11.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	4 22 23 23 23 35 45	997-98 1 7 22 20 26 33 40	998-99 5 28 26 25 28 37	7 30 28 27 23 38	9 28 31 23 23 35	2.1% 11.3% 11.8% 11.8% 17.9% 23.1%	3.6% 11.3% 10.3% 13.4% 17.0% 20.6%	2.5% 13.9% 12.9% 12.4% 13.9% 18.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 22 23 23 35 45 23	997-98 1 7 22 20 26 33 40 29	5 28 26 25 28 37 31	7 30 28 27 23 38 36	9 28 31 23 23 35 39	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8%	3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9%	2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	4 22 23 23 23 35 45	997-98 1 7 22 20 26 33 40	998-99 5 28 26 25 28 37	7 30 28 27 23 38	9 28 31 23 23 35	2.1% 11.3% 11.8% 11.8% 17.9% 23.1%	3.6% 11.3% 10.3% 13.4% 17.0% 20.6%	2.5% 13.9% 12.9% 12.4% 13.9% 18.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 22 23 23 35 45 23	997-98 1 7 22 20 26 33 40 29	5 28 26 25 28 37 31	7 30 28 27 23 38 36	9 28 31 23 23 35 39	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8%	3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9%	2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 22 23 23 35 45 23 20	997-98 1 7 22 20 26 33 40 29 17	998-99 5 28 26 25 28 37 31 21	7 30 28 27 23 38 36 25	9 28 31 23 23 35 39 21	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8%	3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9%	2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 22 23 23 35 45 23 20	997-98 1 7 22 20 26 33 40 29 17 42.0	5 28 26 25 28 37 31 21 41.7	7 30 28 27 23 38 36 25 41.8	9 28 31 23 23 35 39 21	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8%	3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9%	2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 22 23 23 35 45 23 20 42.1	997-98 1 7 22 20 26 33 40 29 17 42.0	998-99 5 28 26 25 28 37 31 21 41.7	7 30 28 27 23 38 36 25 41.8	9 28 31 23 23 35 39 21 41.5	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8%	3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9% 8.8%	2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8% 11.7%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	4 22 23 23 35 45 23 20	997-98 1 7 22 20 26 33 40 29 17 42.0	998-99 5 28 26 25 28 37 31 21 41.7	7 30 28 27 23 38 36 25 41.8	9 28 31 23 23 35 39 21 41.5	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8%	3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9% 8.8%	2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4% 10.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8% 11.7%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	4 22 23 23 35 45 23 20 42.1	997-98 1 7 22 20 26 33 40 29 17 42.0	998-99 5 28 26 25 28 37 31 21 41.7	7 30 28 27 23 38 36 25 41.8	9 28 31 23 23 35 39 21 41.5	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8% 10.3%	3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9% 8.8%	1998-99 2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8% 11.7%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7% 10.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	4 22 23 23 35 45 23 20 42.1	997-98 1 7 22 20 26 33 40 29 17 42.0  Distr	5 28 26 25 28 37 31 21 41.7	7 30 28 27 23 38 36 25 41.8	9 28 31 23 23 35 39 21 41.5	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8% 10.3%	1997-98 3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9% 8.8% Distr	1998-99  2.5% 13.9% 12.4% 13.9% 18.4% 15.4% 10.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8% 11.7% ages 1999-00	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7% 10.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	4 22 23 23 35 45 23 20 42.1	997-98 1 7 22 20 26 33 40 29 17 42.0  Distriction   997-98 1 39	998-99 5 28 26 25 28 37 31 21 41.7 rict Cour 998-99 45	7 30 28 27 23 38 36 25 41.8	9 28 31 23 23 35 39 21 41.5	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8% 10.3%	1997-98 3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9% 8.8% Distr 1997-98 19.5%	1998-99 2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4% 10.4%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8% 11.7% ages 1999-00 24.2%	4.3% 13.4% 14.8% 11.0% 16.7% 18.7% 10.0% 2000-01 25.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	4 22 23 23 35 45 23 20 42.1	997-98 1 7 22 20 26 33 40 29 17 42.0  Distr	998-99 5 28 26 25 28 37 31 21 41.7 rict Cour 998-99 45 36	7 30 28 27 23 38 36 25 41.8 nts 1999-00 2	9 28 31 23 23 35 39 21 41.5	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8% 10.3%	1997-98 3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9% 8.8% Distr 1997-98 19.5% 14.5%	1998-99  2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4% 10.4%  rict Percent 1998-99  21.5% 17.2%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8% 11.7%  ages 1999-00 24.2% 16.6%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7% 10.0%  2000-01 25.7% 15.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	4 22 23 23 35 45 23 20 42.1 1996-97 1 38 30 18	997-98 1 7 22 20 26 33 40 29 17 42.0  Distr 997-98 1 39 29 16	998-99 5 28 26 25 28 37 31 21 41.7 rict Cour 998-99 45 36 17	1999-00 2 7 30 28 27 23 38 36 25 41.8 1999-00 2 54 37 17	9 28 31 23 23 35 39 21 41.5	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8% 10.3%  1996-97 19.0% 15.0% 9.0%	1997-98 3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9% 8.8% Distr 1997-98 19.5% 14.5% 8.0%	1998-99  2.5% 13.9% 12.9% 12.4% 13.9% 18.4% 15.4% 10.4%  rict Percent 1998-99  21.5% 17.2% 8.1%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8% 11.7% ages 1999-00 24.2% 16.6% 7.6%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7% 10.0%  2000-01 25.7% 15.3% 10.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 22 23 23 35 45 23 20 42.1 1996-97 1 38 30 18 14	997-98 1 7 22 20 26 33 40 29 17 42.0  Distring 997-98 1 39 29 16 19	5 28 26 25 28 37 31 21 41.7 rict Cour 998-99 45 36 17	1999-00 2  7 30 28 27 23 38 36 25 41.8  1999-00 2  54 37 17 21	9 28 31 23 23 35 39 21 41.5	2.1% 11.3% 11.8% 11.8% 17.9% 23.1% 11.8% 10.3%  1996-97 19.0% 15.0% 9.0% 7.0%	1997-98 3.6% 11.3% 10.3% 13.4% 17.0% 20.6% 14.9% 8.8% Distr 1997-98 19.5% 14.5% 8.0% 9.5%	1998-99 2.5% 13.9% 12.4% 13.9% 18.4% 15.4% 10.4%  rict Percent 1998-99 21.5% 17.2% 8.1% 8.1%	3.3% 14.0% 13.1% 12.6% 10.7% 17.8% 16.8% 11.7%  ages 1999-00 24.2% 16.6% 7.6% 9.4%	4.3% 13.4% 14.8% 11.0% 11.0% 16.7% 18.7% 10.0%  2000-01 25.7% 15.3% 10.4% 8.1%

Average Experience

14.3

14.1

13.5

13.4

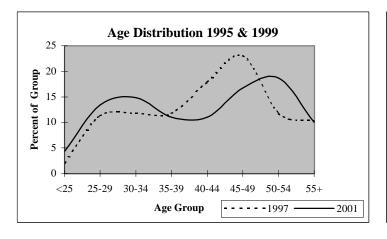
13.6

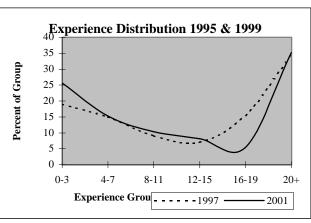
		District Counts						District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	22	7	9	19	-	Ĭ	9.3%	3.0%	3.7%	7.3%	-		
Attrition from Transfers	2	0	1	0	-		0.8%	0.0%	0.4%	0.0%	-		
Attrition from Exits	20	7	8	19	-		8.5%	3.0%	3.3%	7.3%	=		
Teacher Attrition	19	7	6	18	-		9.5%	3.5%	2.9%	8.1%	=		
Attrition from Transfers	2	0	1	0	-		1.0%	0.0%	0.5%	0.0%	-		
Attrition from Exits	17	7	5	18	-		8.5%	3.5%	2.4%	8.1%	-		
District Retention													
<b>Educator Retention</b>	214	225	237	240	-		90.7%	97.0%	96.3%	92.7%	-		
Teacher Retention	181	193	203	205	-		90.5%	96.5%	97.1%	91.9%	=		

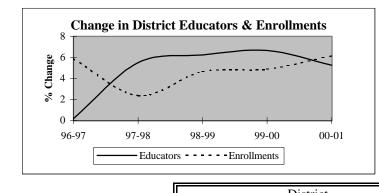
Teacher Retention	Di	District Rates					
5 Year Average Retention Rate	Retained	Transfer	Attrition				
New Entrants	81.7%	1.4%	16.9%				
1 Year of Experience	92.6%	0.0%	7.4%				
2 Years of Experience	89.8%	0.0%	10.2%				
3 Years of Experience	91.3%	2.2%	6.5%				
4 Years of Experience	97.7%	0.0%	2.3%				
5 Years of Experience	93.3%	2.2%	4.4%				

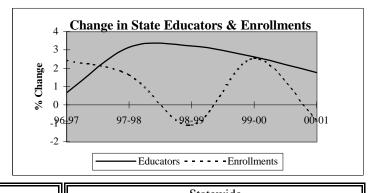
Statewide Rates											
Retained	Transfer	Attrition									
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distr	ict Percent	tages		Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											•
Race	9.3%	11.7%	14.9%	19.6%	21.7%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.7%	6.6%	10.5%	10.4%	9.0%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.8%	0.9%	0.4%	0.4%	0.4%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	93.2%	93.1%	91.1%	91.5%	91.3%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	5.9%	6.0%	8.5%	8.1%	8.3%		8.6%	9.3%	9.4%	11.0%	10.3%









	District					<u>Statewide</u>					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S	_		_		·					
Student to Educator Ratio	17.7	17.2	16.9	16.6	16.8	16.4		15.5	15.5	15.1	
Student to Teacher Ratio	20.7	20.0	19.9	19.4	19.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	2	56	67	76	64	-	-	-	-	-	
% Change in Educators	0.2%	5.5%	6.2%	6.7%	5.3%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	1,005	427	860	939	1,245	-	-	-	-	-	
% Change in Enrollment	5.9%	2.4%	4.7%	4.9%	6.2%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	2.7%	2.2%	2.2%	2.6%	9.4%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.3%	4.5%	4.5%	4.4%	4.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.2%	9.6%	10.6%	9.9%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	3.3%	3.6%	3.8%	4.0%	3.8%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	4.5%	4.3%	6.1%	12.0%	8.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	47.7%	50.0%	51.0%	53.7%	55.6%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	44.3	44.6	44.3	44.3	44.4	43.3	43.5	43.6	43.7	43.9	
Average Experience	13.7	13.4	12.8	12.2	12.5	13.8	13.7	13.7	13.4	13.3	
Average Salary	35,507	35,431	36,053	36,846	37,478	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	3.2%	3.6%	3.7%	3.5%	3.4%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	80.6%	80.0%	79.6%	80.9%	80.3%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	10.0%	11.0%	9.8%	10.3%	10.7%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	6.7%	na	7.2%	7.6%	7.9%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.3%	0.1%	1.2%	1.1%	1.0%	1.7%	1.6%	1.8%	1.8%	1.8%	
-											

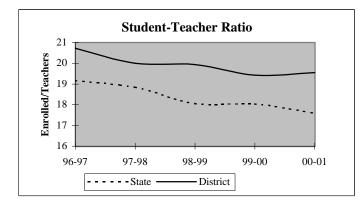
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	1,017	1,073	1,140	1,216	1,280		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	886	897	955	992	1,072		87.1%	83.6%	83.8%	81.6%	83.8%	
Newly Hired	131	176	185	224	208	I	12.9%	16.4%	16.2%	18.4%	16.3%	
Transfers In	25	31	26	32	37		19.1%	17.6%	14.1%	14.3%	17.8%	
Reentrants	82	88	82	95	110		62.6%	50.0%	44.3%	42.4%	52.9%	
First Time Educators	24	57	77	97	61		18.3%	32.4%	41.6%	43.3%	29.3%	
Total Exiting Next Year	120	118	148	144	-	I	11.8%	11.0%	13.0%	11.8%	-	
Transfers Out	21	3	3	9	-		17.5%	2.5%	2.0%	6.3%	-	
Leave Tennessee Educ.	99	115	145	135	-		82.5%	97.5%	98.0%	93.8%	-	

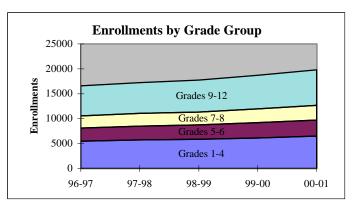
Dynamics Rates	District Rates								
District Attrition	11.8%	11.0%	13.0%	11.8%	-				
Transfers In/Out	1.19	10.33	8.67	3.56	-				

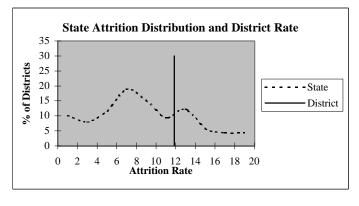
### District Report for: WILLIAMSON COUNTY

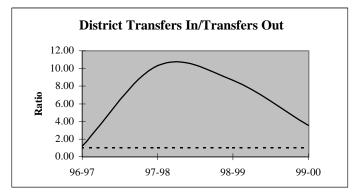
		Dis	trict Coun	ıts		District Percentages					
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	1,017	1,073	1,140	1,216	1,280	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	44	48	51	54	54	4.3%	4.5%	4.5%	4.4%	4.2%	
Professional Staff	104	103	121	120	127	10.2%	9.6%	10.6%	9.9%	9.9%	
Total Teachers	869	922	968	1,042	1,099	85.4%	85.9%	84.9%	85.7%	85.9%	
Special Education	87	101	95	107	118	10.0%	11.0%	9.8%	10.3%	10.7%	
Pre-K & Kindergarten	62	65	69	72	79	7.1%	7.0%	7.1%	6.9%	7.2%	
Elementary (1-4)	307	317	338	379	385	35.3%	34.4%	34.9%	36.4%	35.0%	
Middle School (5-6)	84	97	110	121	121	9.7%	10.5%	11.4%	11.6%	11.0%	
Jr. High (7-8)	84	94	92	103	112	9.7%	10.2%	9.5%	9.9%	10.2%	
High School (9-12)	245	248	264	260	284	28.2%	26.9%	27.3%	25.0%	25.8%	
Business	6	5	5	9	4	2.4%	2.0%	1.9%	3.5%	1.4%	
Language Arts	38	37	41	43	48	15.5%	14.9%	15.5%	16.5%	16.9%	
Social Studies	31	30	33	41	43	12.7%	12.1%	12.5%	15.8%	15.1%	
Foreign Language	20	22	19	20	23	8.2%	8.9%	7.2%	7.7%	8.1%	
Mathematics	30	28	34	39	38	12.2%	11.3%	12.9%	15.0%	13.4%	
Science	34	34	38	36	43	13.9%	13.7%	14.4%	13.8%	15.1%	
Vocational Education	45	44	45	33	40	18.4%	17.7%	17.0%	12.7%	14.1%	
Other High School	41	48	49	39	45	16.7%	19.4%	18.6%	15.0%	15.8%	
T . 1 D . 11	10.000	10.407	40.50	20.224	21 470	100.00/	100.00/	100.00/	100.00/	100.00/	

Total Enrollments	18,008	18,435	19,295	20,234	21,479	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	1,202	1,222	1,325	1,340	1,438	6.7%	6.6%	6.9%	6.6%	6.7%
Grades 1-4	5,437	5,719	5,861	6,109	6,486	30.2%	31.0%	30.4%	30.2%	30.2%
Grades 5-6	2,648	2,761	2,909	3,065	3,220	14.7%	15.0%	15.1%	15.1%	15.0%
Grades 7-8	2,486	2,567	2,528	2,768	2,957	13.8%	13.9%	13.1%	13.7%	13.8%
Grades 9-12	6,032	6,146	6,429	6,738	7,160	33.5%	33.3%	33.3%	33.3%	33.3%
Ungraded	203	20	243	214	218	1.1%	0.1%	1.3%	1.1%	1.0%









**District Counts** 

District Percentages

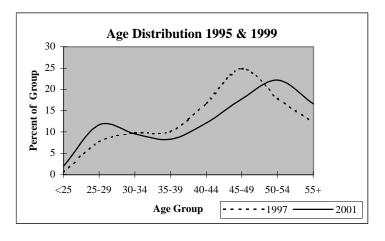
Profile by	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender					<u></u>		<u> </u>	<u> </u>		
Administrative	44	47	49	50	50	4.6%	4.7%	4.6%	4.4%	4.2%
White - Females	20	23	24	24	25	45.5%	48.9%	49.0%	48.0%	50.0%
White - Males	22	22	22	20	21	50.0%	46.8%	44.9%	40.0%	42.0%
Black - Females	1	1	1	2	2	2.3%	2.1%	2.0%	4.0%	4.0%
Black - Males	1	1	2	4	2	2.3%	2.1%	4.1%	8.0%	4.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	99	98	112	111	118	10.2%	9.8%	10.5%	9.8%	9.9%
White - Females	83	82	94	96	100	83.8%	83.7%	83.9%	86.5%	84.7%
White - Males	12	13	13	9	12	12.1%	13.3%	11.6%	8.1%	10.2%
Black - Females	3	2	4	5	5	3.0%	2.0%	3.6%	4.5%	4.2%
Black - Males	1	1	0	0	0	1.0%	1.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.8%
Other - Males	0	0	1	1	0	0.0%	0.0%	0.9%	0.9%	0.0%
Teachers	823	858	904	977	1,024	85.2%	85.5%	84.9%	85.9%	85.9%
White - Females	659	681	713	782	817	80.1%	79.4%	78.9%	80.0%	79.8%
White - Males	138	146	158	161	172	16.8%	17.0%	17.5%	16.5%	16.8%
Black - Females	15	18	19	20	18	1.8%	2.1%	2.1%	2.0%	1.8%
Black - Males	8	9	10	10	12	1.0%	1.0%	1.1%	1.0%	1.2%
Other - Females	3	3	3	4	4	0.4%	0.3%	0.3%	0.4%	0.4%
Other - Males	0	1	1	0	1	0.0%	0.1%	0.1%	0.0%	0.1%
Age Distribution			strict Cou					rict Percenta		
Age Distribution Teachers by Age Group	1996-97	Di: 1997-98		nts 1999-00	2000-01	1996-97	Distr	rict Percenta 1998-99	ages 1999-00	2000-01
•	1996-97				2000-01	1996-97				2000-01
Teachers by Age Group	السسايا	1997-98	1998-99	1999-00			1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	4	1997-98 10	1998-99 14	1999-00 18	14	0.6%	1997-98	1998-99	1999-00	2.0%
Teachers by Age Group Up to 24 25-29	4 55	1997-98 10 55 64 67	1998-99 14 67	1999-00 18 69	14 82	0.6% 7.7%	1997-98 1.4% 7.9%	1998-99 2.0% 9.7%	1999-00 2.6% 10.0%	2.0% 11.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	4 55 70	1997-98 10 55 64 67 102	1998-99 14 67 62	1999-00 18 69 68	14 82 67	0.6% 7.7% 9.8%	1.4% 7.9% 9.1%	2.0% 9.7% 9.0%	1999-00 2.6% 10.0% 9.8%	2.0% 11.6% 9.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39	4 55 70 72	1997-98 10 55 64 67	1998-99 14 67 62 68	1999-00 18 69 68 60	14 82 67 58	0.6% 7.7% 9.8% 10.1%	1997-98 1.4% 7.9% 9.1% 9.6%	2.0% 9.7% 9.0% 9.8%	1999-00 2.6% 10.0% 9.8% 8.7%	2.0% 11.6% 9.5% 8.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 55 70 72 120 178 128	1997-98 10 55 64 67 102 167 138	1998-99 14 67 62 68 85 147 149	18 69 68 60 88 136 153	14 82 67 58 85 125 156	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6%	2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	4 55 70 72 120 178	1997-98 10 55 64 67 102 167	1998-99 14 67 62 68 85 147	18 69 68 60 88 136	14 82 67 58 85 125	0.6% 7.7% 9.8% 10.1% 16.8% 24.9%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3%	2.6% 10.0% 9.8% 8.7% 12.7% 19.6%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 55 70 72 120 178 128 88	1997-98 10 55 64 67 102 167 138 97	14 67 62 68 85 147 149 99	18 69 68 60 88 136 153 101	14 82 67 58 85 125 156 117	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6%	2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 55 70 72 120 178 128	1997-98 10 55 64 67 102 167 138	1998-99 14 67 62 68 85 147 149	18 69 68 60 88 136 153	14 82 67 58 85 125 156	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6%	2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 55 70 72 120 178 128 88	1997-98 10 55 64 67 102 167 138 97	14 67 62 68 85 147 149 99	18 69 68 60 88 136 153 101	14 82 67 58 85 125 156 117	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6%	2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	4 55 70 72 120 178 128 88	1997-98 10 55 64 67 102 167 138 97 44.6	1998-99 14 67 62 68 85 147 149 99 44.3	18 69 68 60 88 136 153 101 44.3	14 82 67 58 85 125 156 117	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7% 13.9%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6% 14.3%	1999-00 2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1% 14.6%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	4 55 70 72 120 178 128 88 44.3	1997-98 10 55 64 67 102 167 138 97 44.6	1998-99 14 67 62 68 85 147 149 99 44.3	18 69 68 60 88 136 153 101 44.3	14 82 67 58 85 125 156 117 44.4	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9% 12.3%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7% 13.9%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6% 14.3%	1999-00 2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1% 14.6%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2% 16.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	4 55 70 72 120 178 128 88 44.3	1997-98 10 55 64 67 102 167 138 97 44.6	1998-99 14 67 62 68 85 147 149 99 44.3	18 69 68 60 88 136 153 101 44.3	14 82 67 58 85 125 156 117 44.4	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9% 12.3%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7% 13.9% Distr	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6% 14.3%	1999-00  2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1% 14.6%  ages 1999-00	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2% 16.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	4 55 70 72 120 178 128 88 44.3	1997-98 10 55 64 67 102 167 138 97 44.6 Dis	1998-99 14 67 62 68 85 147 149 99 44.3 strict Cour 1998-99	18 69 68 60 88 136 153 101 44.3	14 82 67 58 85 125 156 117 44.4	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9% 12.3%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7% 13.9% Distr 1997-98 17.4%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6% 14.3%	1999-00  2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1% 14.6%  ages 1999-00 25.5%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2% 16.6% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	4 55 70 72 120 178 128 88 44.3	1997-98 10 55 64 67 102 167 138 97 44.6 Dis 1997-98 160 148	1998-99 14 67 62 68 85 147 149 99 44.3 strict Cour 1998-99 198 142	18 69 68 60 88 136 153 101 44.3 nts 1999-00	14 82 67 58 85 125 156 117 44.4	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9% 12.3%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7% 13.9% Distr 1997-98 17.4% 16.1%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6% 14.3%	1999-00  2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1% 14.6%  ages  1999-00  25.5% 13.7%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2% 16.6%  2000-01 25.0% 13.5%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	4 55 70 72 120 178 128 88 44.3	1997-98 10 55 64 67 102 167 138 97 44.6 Dis 1997-98 160 148 121	1998-99 14 67 62 68 85 147 149 99 44.3 strict Cour 1998-99 198 142 134	18 69 68 60 88 136 153 101 44.3 130	14 82 67 58 85 125 156 117 44.4 2000-01 275 148 150	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9% 12.3%  1996-97  13.6% 17.6% 13.1%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7% 13.9% Distr 1997-98 17.4% 16.1% 13.1%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6% 14.3% rict Percenta 1998-99 20.5% 14.7% 13.8%	1999-00  2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1% 14.6%  ages 1999-00  25.5% 13.7% 12.5%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2% 16.6%  2000-01 25.0% 13.5% 13.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 55 70 72 120 178 128 88 44.3	1997-98 10 55 64 67 102 167 138 97 44.6 Dis 1997-98 160 148 121 113	1998-99 14 67 62 68 85 147 149 99 44.3 strict Cour 1998-99 198 142 134 114	18 69 68 60 88 136 153 101 44.3 1999-00 266 143 130 131	14 82 67 58 85 125 156 117 44.4 2000-01 275 148 150 120	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9% 12.3%  1996-97  13.6% 17.6% 13.1% 13.5%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7% 13.9% Distr 1997-98 17.4% 16.1% 13.1% 12.3%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6% 14.3%  rict Percent: 1998-99 20.5% 14.7% 13.8% 11.8%	1999-00  2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1% 14.6%  14.5% 12.5% 12.5% 12.6%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2% 16.6%  2000-01 25.0% 13.5% 13.6% 10.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	4 55 70 72 120 178 128 88 44.3 1996-97 118 153 114 117 120	1997-98 10 55 64 67 102 167 138 97 44.6 Di: 1997-98 160 148 121 113 118	1998-99 14 67 62 68 85 147 149 99 44.3 strict Cour 1998-99 198 142 134 114 111	18 69 68 60 88 136 153 101 44.3 1999-00 266 143 130 131 100	14 82 67 58 85 125 156 117 44.4 2000-01 275 148 150 120 118	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9% 12.3%  1996-97  13.6% 17.6% 13.1% 13.5% 13.8%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7% 13.9% Distr 1997-98 17.4% 16.1% 13.1% 12.3% 12.8%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6% 14.3%  rict Percent: 1998-99 20.5% 14.7% 13.8% 11.5%	1999-00  2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1% 14.6%  12.5% 13.7% 12.5% 12.6% 9.6%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2% 16.6%  2000-01 25.0% 13.5% 13.6% 10.9% 10.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 55 70 72 120 178 128 88 44.3	1997-98 10 55 64 67 102 167 138 97 44.6 Dis 1997-98 160 148 121 113	1998-99 14 67 62 68 85 147 149 99 44.3 strict Cour 1998-99 198 142 134 114	18 69 68 60 88 136 153 101 44.3 1999-00 266 143 130 131	14 82 67 58 85 125 156 117 44.4 2000-01 275 148 150 120	0.6% 7.7% 9.8% 10.1% 16.8% 24.9% 17.9% 12.3%  1996-97  13.6% 17.6% 13.1% 13.5%	1997-98 1.4% 7.9% 9.1% 9.6% 14.6% 23.9% 19.7% 13.9% Distr 1997-98 17.4% 16.1% 13.1% 12.3%	2.0% 9.7% 9.0% 9.8% 12.3% 21.3% 21.6% 14.3%  rict Percent: 1998-99 20.5% 14.7% 13.8% 11.8%	1999-00  2.6% 10.0% 9.8% 8.7% 12.7% 19.6% 22.1% 14.6%  14.5% 12.5% 12.5% 12.6%	2.0% 11.6% 9.5% 8.2% 12.1% 17.8% 22.2% 16.6%  2000-01 25.0% 13.5% 13.6% 10.9%

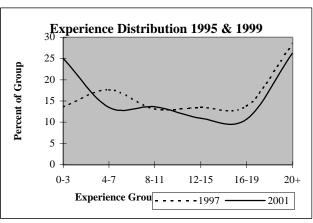
		District Counts						District Rates					
Attrition	1996-97 19	997-98	1998-99	1999-00	2000-01	199	6-97	1997-98	1998-99	1999-00	2000-01		
Educator Attrition	120	118	148	144	-	1	1.8%	11.0%	13.0%	11.8%	-		
Attrition from Transfers	21	3	3	9	-		2.1%	0.3%	0.3%	0.7%	-		
Attrition from Exits	99	115	145	135	-		9.7%	10.7%	12.7%	11.1%	-		
Teacher Attrition	105	104	120	123	-	1	2.1%	11.3%	12.4%	11.8%	-		
Attrition from Transfers	19	2	2	8	-		2.2%	0.2%	0.2%	0.8%	-		
Attrition from Exits	86	102	118	115	-		9.9%	11.1%	12.2%	11.0%	-		
District Retention													
<b>Educator Retention</b>	897	955	992	1,072	-	8	88.2%	89.0%	87.0%	88.2%	-		
Teacher Retention	764	818	848	919	-	8	37.9%	88.7%	87.6%	88.2%	-		
					1								
Teacher Retention	District Rates							Statewid	le Rates				

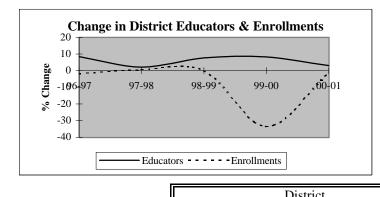
Teacher Retention	Di	District Rates						
5 Year Average Retention Rate	Retained	Transfer	Attrition					
New Entrants	75.0%	3.3%	21.7%					
1 Year of Experience	80.9%	0.9%	18.2%					
2 Years of Experience	78.1%	3.1%	18.8%					
3 Years of Experience	82.0%	0.0%	18.0%					
4 Years of Experience	77.9%	1.1%	21.1%					
5 Years of Experience	87.6%	0.0%	12.4%					

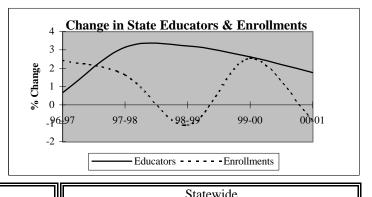
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

	District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1	996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	8.0%	12.9%	16.1%	18.6%	18.8%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	2.8%	6.4%	9.5%	8.6%	3.4%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	1.2%	0.8%	2.4%	2.0%	1.8%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	87.9%	85.6%	83.2%	81.9%	84.0%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.3%	0.1%	0.1%	0.2%	0.2%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	10.6%	13.5%	14.4%	16.0%	14.0%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	s										
Student to Educator Ratio	21.4	21.1	19.6	12.0	11.5	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	24.7	24.2	22.3	13.8	13.5	19.2	18.8	18.1	18.0	17.6	
Change in Educators	23	6	23	27	11	-	-	-	-	-	
% Change in Educators	8.4%	2.0%	7.6%	8.3%	3.1%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	-115	32	-4	-2,142	-58	-	-	-	-	-	
% Change in Enrollment:	-1.8%	0.5%	-0.1%	-33.6%	-1.4%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	3.0%	2.3%	2.8%	1.1%	7.4%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.4%	4.3%	4.3%	4.8%	5.2%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	8.8%	8.6%	8.0%	8.2%	9.9%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	5.3%	6.7%	7.1%	6.5%	6.6%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	7.7%	0.0%	7.7%	6.7%	5.9%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	69.2%	69.2%	71.4%	58.8%	57.9%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	43.2	43.9	43.9	44.8	45.2	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.3	12.7	12.6	13.2	13.5	13.8	13.7	13.7	13.4	13.3	
Average Salary	35,900	36,818	38,119	40,085	40,177	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	4.5%	6.1%	6.3%	5.7%	6.0%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	87.9%	88.6%	88.8%	87.9%	88.3%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	12.1%	12.5%	13.3%	12.7%	14.0%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	24.6%	na	24.0%	23.5%	24.5%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.1%	0.8%	1.0%	1.3%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%	

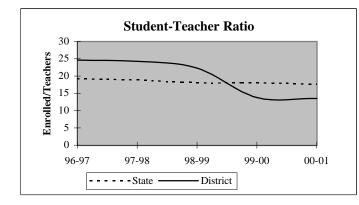
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	296	302	325	352	363	-	100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	245	269	282	314	309		82.8%	89.1%	86.8%	89.2%	85.1%	
Newly Hired	51	33	43	38	54		17.2%	10.9%	13.2%	10.8%	14.9%	
Transfers In	9	5	7	3	10		17.6%	15.2%	16.3%	7.9%	18.5%	
Reentrants	26	18	24	22	31		51.0%	54.5%	55.8%	57.9%	57.4%	
First Time Educators	16	10	12	13	13		31.4%	30.3%	27.9%	34.2%	24.1%	
Total Exiting Next Year	27	20	11	43	-		9.1%	6.6%	3.4%	12.2%	-	
Transfers Out	2	1	1	5	-		7.4%	5.0%	9.1%	11.6%	-	
Leave Tennessee Educ.	25	19	10	38	_		92.6%	95.0%	90.9%	88.4%	_	

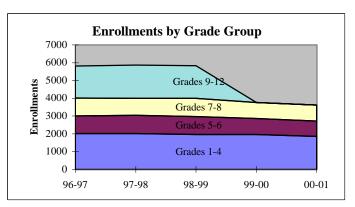
Dynamics Rates	District Rates									
District Attrition	9.1%	6.6%	3.4%	12.2%	-					
Transfers In/Out	4.50	5.00	7.00	0.60	-					

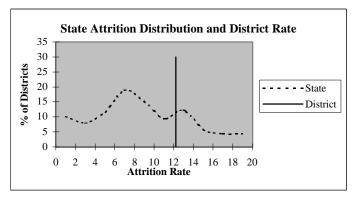
### District Report for: FRANKLIN

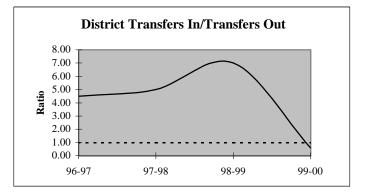
		Dis	trict Coun	ts		District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Total Educators	296	302	325	352	363	100.0%	100.0%	100.0%	100.0%	100.0%
Administrators	13	13	14	17	19	4.4%	4.3%	4.3%	4.8%	5.2%
Professional Staff	26	26	26	29	36	8.8%	8.6%	8.0%	8.2%	9.9%
Total Teachers	257	263	285	306	308	86.8%	87.1%	87.7%	86.9%	84.8%
Special Education	31	33	38	39	43	12.1%	12.5%	13.3%	12.7%	14.0%
Pre-K & Kindergarten	24	24	23	28	31	9.3%	9.1%	8.1%	9.2%	10.1%
Elementary (1-4)	125	133	144	149	151	48.6%	50.6%	50.5%	48.7%	49.0%
Middle School (5-6)	43	38	40	39	38	16.7%	14.4%	14.0%	12.7%	12.3%
Jr. High (7-8)	32	35	40	51	45	12.5%	13.3%	14.0%	16.7%	14.6%
High School (9-12)	2	0	0	0	0	0.8%	0.0%	0.0%	0.0%	0.0%
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Vocational Education	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other High School	2	0	0	0	0	100.0%	0.0%	0.0%	0.0%	0.0%
Total Enrollments	6 3/11	6 373	6 360	4 227	4 160	100.0%	100 0%	100 0%	100.0%	100 0%

Total Enrollments	6,341	6,373	6,369	4,227	4,169	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	467	459	480	414	473	7.4%	7.2%	7.5%	9.8%	11.3%
Grades 1-4	2,009	2,022	1,956	1,967	1,856	31.7%	31.7%	30.7%	46.5%	44.5%
Grades 5-6	993	1,014	1,006	887	860	15.7%	15.9%	15.8%	21.0%	20.6%
Grades 7-8	1,002	966	1,025	903	908	15.8%	15.2%	16.1%	21.4%	21.8%
Grades 9-12	1,811	1,864	1,844	0	0	28.6%	29.2%	29.0%	0.0%	0.0%
Ungraded	59	48	58	56	72	0.9%	0.8%	0.9%	1.3%	1.7%









District Counts

District Percentages

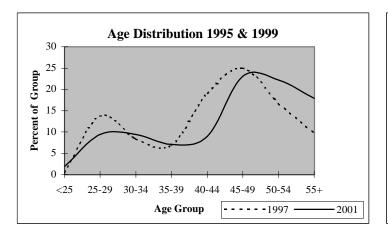
Profile by	1996-97 1	997-98 1	1998-99	999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender						, <del></del> 'l				
Administrative	13	12	13	15	17	4.6%	4.2%	4.2%	4.6%	5.1%
White - Females	8	8	9	9	10	61.5%	66.7%	69.2%	60.0%	58.8%
White - Males	4	4	3	5	6	30.8%	33.3%	23.1%	33.3%	35.3%
Black - Females	1	0	0	0	0	7.7%	0.0%	0.0%	0.0%	0.0%
Black - Males	0	0	1	1	1	0.0%	0.0%	7.7%	6.7%	5.9%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	26	26	25	28	35	9.3%	9.1%	8.1%	8.6%	10.5%
White - Females	20	19	18	21	27	76.9%	73.1%	72.0%	75.0%	77.1%
White - Males	3	3	3	3	4	11.5%	11.5%	12.0%	10.7%	11.4%
Black - Females	3	4	4	4	4	11.5%	15.4%	16.0%	14.3%	11.4%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	242	247	270	282	281	86.1%	86.7%	87.7%	86.8%	84.4%
White - Females	204	206	225	236	236	84.3%	83.4%	83.3%	83.7%	84.0%
White - Males	27	26	28	30	28	11.2%	10.5%	10.4%	10.6%	10.0%
Black - Females	10	15	16	15	15	4.1%	6.1%	5.9%	5.3%	5.3%
Black - Males	1	0	1	1	2	0.4%	0.0%	0.4%	0.4%	0.7%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
A an Distribution		Diet	mi at Caund	-0	<del></del> 1		Diete	riat Danaant	222	
Age Distribution	1006 07 1		rict Count		2000 01	1006.07		rict Percent		2000.01
Teachers by Age Group		997-98 1	1998-99	999-00 2		1996-97	1997-98	1998-99	1999-00	2000-01
Teachers by Age Group Up to 24	1	997-98 1	1998-99 1	999-00 2	4	0.5%	1997-98	1998-99	1999-00	1.9%
Teachers by Age Group Up to 24 25-29	1 28	997-98 1 1 22	1998-99 1 2 24	999-00 2 4 20	4 20	0.5% 13.7%	1997-98 0.5% 10.6%	1998-99 0.9% 11.1%	1999-00 1.8% 9.0%	1.9% 9.4%
Teachers by Age Group Up to 24 25-29 30-34	1 28 17	997-98 1 1 22 21	1998-99 1 2 24 25	999-00 2 4 20 23	4 20 20	0.5% 13.7% 8.3%	1997-98 0.5% 10.6% 10.1%	1998-99 0.9% 11.1% 11.6%	1999-00 1.8% 9.0% 10.4%	1.9% 9.4% 9.4%
Teachers by Age Group Up to 24 25-29 30-34 35-39	1 28 17 14	997-98 1 22 21 15	2 24 25 16	999-00 2 4 20 23 18	4 20 20 15	0.5% 13.7% 8.3% 6.9%	1997-98 0.5% 10.6% 10.1% 7.2%	1998-99 0.9% 11.1% 11.6% 7.4%	1999-00 1.8% 9.0% 10.4% 8.1%	1.9% 9.4% 9.4% 7.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	1 28 17 14 39	997-98 1 22 21 15 32	2 24 25 16 30	999-00 2 4 20 23 18 25	4 20 20 15 19	0.5% 13.7% 8.3% 6.9% 19.1%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5%	0.9% 11.1% 11.6% 7.4% 13.9%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3%	1.9% 9.4% 9.4% 7.1% 9.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 28 17 14 39 51	997-98 1 22 21 15 32 57	2 24 25 16 30 52	999-00 2 4 20 23 18 25 46	4 20 20 15 19 49	0.5% 13.7% 8.3% 6.9% 19.1% 25.0%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5%	1998-99 0.9% 11.1% 11.6% 7.4% 13.9% 24.1%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 28 17 14 39 51 34	997-98 1 22 21 15 32 57 37	2 24 25 16 30 52 39	999-00 2 4 20 23 18 25 46 50	4 20 20 15 19 49	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9%	0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	1 28 17 14 39 51	997-98 1 22 21 15 32 57	2 24 25 16 30 52	999-00 2 4 20 23 18 25 46	4 20 20 15 19 49	0.5% 13.7% 8.3% 6.9% 19.1% 25.0%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5%	1998-99 0.9% 11.1% 11.6% 7.4% 13.9% 24.1%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	1 28 17 14 39 51 34	997-98 1 22 21 15 32 57 37	2 24 25 16 30 52 39	999-00 2 4 20 23 18 25 46 50	4 20 20 15 19 49	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9%	0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 28 17 14 39 51 34 20	997-98 1 22 21 15 32 57 37 22	2 24 25 16 30 52 39 28	999-00 2 4 20 23 18 25 46 50 35	4 20 20 15 19 49 47 38	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9%	0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 28 17 14 39 51 34 20	997-98 1 22 21 15 32 57 37 22 43.9	2 24 25 16 30 52 39 28 43.9	999-00 2 4 20 23 18 25 46 50 35 44.8	4 20 20 15 19 49 47 38	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9%	0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	1 28 17 14 39 51 34 20 43.2	997-98 1 22 21 15 32 57 37 22 43.9	2 24 25 16 30 52 39 28 43.9	999-00 2 4 20 23 18 25 46 50 35 44.8	4 20 20 15 19 49 47 38 45.2	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9% 10.6%	0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6% 15.8%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	1 28 17 14 39 51 34 20 43.2	997-98 1 22 21 15 32 57 37 22 43.9	2 24 25 16 30 52 39 28 43.9	999-00 2 4 20 23 18 25 46 50 35 44.8	4 20 20 15 19 49 47 38 45.2	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9% 10.6%	0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1% 13.0%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6% 15.8%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	1 28 17 14 39 51 34 20 43.2	997-98 1 22 21 15 32 57 37 22 43.9	2 24 25 16 30 52 39 28 43.9	999-00 2 4 20 23 18 25 46 50 35 44.8	4 20 20 15 19 49 47 38 45.2	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7% 9.8%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9% 10.6%	1998-99 0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1% 13.0%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6% 15.8%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2% 17.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	1 28 17 14 39 51 34 20 43.2	997-98 1 22 21 15 32 57 37 22 43.9 Dist	2 24 25 16 30 52 39 28 43.9 rict Count	999-00 2 4 20 23 18 25 46 50 35 44.8	4 20 20 15 19 49 47 38 45.2	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7% 9.8%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9% 10.6% Distr	1998-99 0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1% 13.0%	1999-00  1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6% 15.8%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2% 17.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	1 28 17 14 39 51 34 20 43.2	997-98 1 22 21 15 32 57 37 22 43.9 Dist	2 24 25 16 30 52 39 28 43.9 rict Count 1998-99 1	999-00 2 4 20 23 18 25 46 50 35 44.8	4 20 20 15 19 49 47 38 45.2	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7% 9.8%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9% 10.6% Distr 1997-98 20.9%	1998-99 0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1% 13.0%  rict Percent: 1998-99 18.9%	1999-00 1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6% 15.8% 1999-00 17.3%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2% 17.9% 2000-01
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	1 28 17 14 39 51 34 20 43.2	997-98 1 22 21 15 32 57 37 22 43.9 Dist 997-98 1	1998-99   1   2   24   25   16   30   52   39   28   43.9	999-00 2  4 20 23 18 25 46 50 35 44.8	4 20 20 15 19 49 47 38 45.2	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7% 9.8%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9% 10.6% Distr 1997-98 20.9% 15.2%	1998-99 0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 13.0%  rict Percent: 1998-99 18.9% 19.3%	1999-00  1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6% 15.8%  1999-00  17.3% 19.0%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2% 17.9% 2000-01 16.9% 15.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years 16-19 Years	1 28 17 14 39 51 34 20 43.2 1996-97 1 52 46 30 29 38	997-98 1 22 21 15 32 57 37 22 43.9 Dist 997-98 1 55 40 33 24 42	1998-99   1   2   24   25   16   30   52   39   28   43.9	999-00 2 4 20 23 18 25 46 50 35 44.8 999-00 2 53 58 31 41 31	4 20 20 15 19 49 47 38 45.2 2000-01 52 49 39 40 33	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7% 9.8%  1996-97  20.2% 17.9% 11.3% 14.8%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9% 10.6% Distr 1997-98 20.9% 15.2% 12.5% 9.1% 16.0%	1998-99 0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1% 13.0%  rict Percent: 1998-99 18.9% 19.3% 9.8% 12.3% 13.7%	1999-00  1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6% 15.8%  1999-00  17.3% 19.0% 10.1% 13.4% 10.1%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2% 17.9% 2000-01 16.9% 15.9% 12.7% 13.0% 10.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	1 28 17 14 39 51 34 20 43.2 1996-97 1 52 46 30 29	997-98 1 22 21 15 32 57 37 22 43.9 Dist 997-98 1 55 40 33 24	1998-99   1   2   24   25   16   30   52   39   28   43.9	999-00 2 4 20 23 18 25 46 50 35 44.8 	4 20 20 15 19 49 47 38 45.2 2000-01 52 49 39 40	0.5% 13.7% 8.3% 6.9% 19.1% 25.0% 16.7% 9.8%  1996-97  20.2% 17.9% 11.7% 11.3%	1997-98 0.5% 10.6% 10.1% 7.2% 15.5% 27.5% 17.9% 10.6% Distr 1997-98 20.9% 15.2% 12.5% 9.1%	1998-99 0.9% 11.1% 11.6% 7.4% 13.9% 24.1% 18.1% 13.0%  rict Percent: 1998-99 18.9% 19.3% 9.8% 12.3%	1999-00  1.8% 9.0% 10.4% 8.1% 11.3% 20.8% 22.6% 15.8%  1999-00  17.3% 19.0% 10.1% 13.4%	1.9% 9.4% 9.4% 7.1% 9.0% 23.1% 22.2% 17.9% 2000-01 16.9% 15.9% 12.7% 13.0%

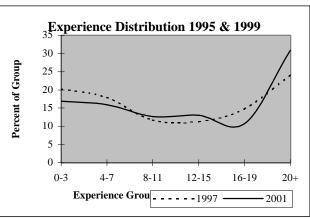
	District Counts						District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00 2	000-01	1996	5-97	1997-98	1998-99	1999-00	2000-01	
Educator Attrition	27	20	11	43	-	9	9.1%	6.6%	3.4%	12.2%	-	
Attrition from Transfers	2	1	1	5	-	(	).7%	0.3%	0.3%	1.4%	-	
Attrition from Exits	25	19	10	38	-	8	3.4%	6.3%	3.1%	10.8%	-	
Teacher Attrition	24	18	11	41	-	9	9.3%	6.8%	3.9%	13.4%	-	
Attrition from Transfers	2	1	1	5	-	(	0.8%	0.4%	0.4%	1.6%	-	
Attrition from Exits	22	17	10	36	-	8	3.6%	6.5%	3.5%	11.8%	-	
District Retention												
<b>Educator Retention</b>	269	282	314	309	-	90	).9%	93.4%	96.6%	87.8%	-	
Teacher Retention	233	245	274	265	-	90	).7%	93.2%	96.1%	86.6%	-	

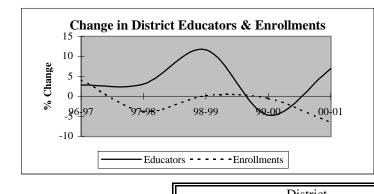
Teacher Retention	D	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	80.0%	3.1%	16.9%
1 Year of Experience	84.1%	1.6%	14.3%
2 Years of Experience	88.1%	0.0%	11.9%
3 Years of Experience	80.3%	0.0%	19.7%
4 Years of Experience	89.4%	1.5%	9.1%
5 Years of Experience	84.6%	3.1%	12.3%

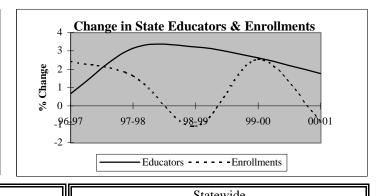
	Statewide Rates										
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

	District Percentages						Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Incomplete Responses												
Race	7.1%	9.9%	13.4%	16.8%	17.0%		8.7%	12.8%	16.1%	18.9%	19.5%	
Sex	2.5%	5.2%	6.7%	7.4%	6.3%		4.6%	7.8%	10.1%	9.2%	8.7%	
Experience Increment												
% Increment by 0	0.7%	1.7%	1.8%	2.8%	2.5%		1.1%	1.1%	1.2%	1.2%	1.4%	
% Increment by 1	85.1%	88.4%	87.1%	86.4%	85.1%		90.2%	89.5%	89.2%	87.7%	88.0%	
% Increment by 2	0.0%	0.3%	0.0%	0.3%	0.3%		0.1%	0.1%	0.1%	0.2%	0.3%	
% Other Increment	14.2%	9.6%	11.1%	10.5%	12.1%		8.6%	9.3%	9.4%	11.0%	10.3%	









			District			<u>Statewide</u>					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	19.5	18.2	16.3	17.1	14.9	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	22.8	21.1	19.0	19.9	17.4	19.2	18.8	18.1	18.0	17.6	
Change in Educators	18	20	79	-36	50	-	-	-	-	-	
% Change in Educators	2.8%	3.0%	11.6%	-4.7%	6.9%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	503	-482	22	-67	-803	-	-	-	-	-	
% Change in Enrollment	4.1%	-3.8%	0.2%	-0.5%	-6.5%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.1%	0.4%	0.0%	10.8%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	4.7%	4.9%	4.4%	4.4%	5.1%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	9.9%	8.8%	9.6%	9.8%	9.5%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	4.7%	4.4%	4.2%	3.7%	3.5%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	6.5%	6.1%	6.1%	3.1%	2.6%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	38.7%	48.5%	48.5%	59.4%	56.4%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	42.0	42.3	42.2	42.9	43.3	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.0	11.9	11.5	12.2	12.4	13.8	13.7	13.7	13.4	13.3	
Average Salary	30,654	30,995	32,208	33,247	33,110	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	4.6%	4.2%	4.0%	3.5%	3.3%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	81.7%	81.9%	80.8%	79.2%	79.4%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.0%	9.4%	8.0%	7.3%	7.7%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	6.0%	na	6.6%	7.3%	8.3%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	1.0%	0.6%	0.8%	1.0%	0.0%	1.7%	1.6%	1.8%	1.8%	1.8%	

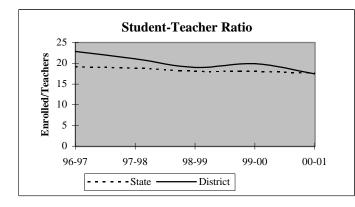
		Dis	strict Cou	nts			District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01	
Total Workforce	659	679	758	722	772		100.0%	100.0%	100.0%	100.0%	100.0%	
Retained Educators	583	588	646	631	684		88.5%	86.6%	85.2%	87.4%	88.6%	
Newly Hired	76	91	112	91	88	Ш	11.5%	13.4%	14.8%	12.6%	11.4%	
Transfers In	8	11	16	16	9		10.5%	12.1%	14.3%	17.6%	10.2%	
Reentrants	30	30	35	34	30		39.5%	33.0%	31.3%	37.4%	34.1%	
First Time Educators	38	50	61	41	49		50.0%	54.9%	54.5%	45.1%	55.7%	
Total Exiting Next Year	71	33	127	38	-	Ш	10.8%	4.9%	16.8%	5.3%	-	
Transfers Out	21	2	20	7	-		29.6%	6.1%	15.7%	18.4%	=	
Leave Tennessee Educ.	50	31	107	31	-		70.4%	93.9%	84.3%	81.6%	-	

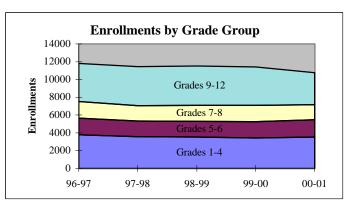
Dynamics Rates	District Rates									
District Attrition	10.8%	4.9%	16.8%	5.3%	-					
Transfers In/Out	0.38	5.50	0.80	2.29	-					

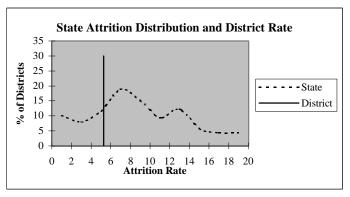
### District Report for: WILSON COUNTY

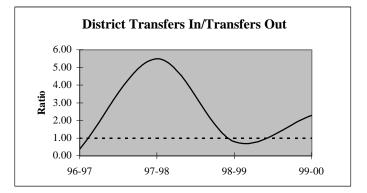
		Dis	trict Cour	its		District Percentages					
Profile by Position	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	659	679	758	722	772	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	31	33	33	32	39	4.7%	4.9%	4.4%	4.4%	5.1%	
Professional Staff	65	60	73	71	73	9.9%	8.8%	9.6%	9.8%	9.5%	
Total Teachers	563	586	652	619	660	85.4%	86.3%	86.0%	85.7%	85.5%	
Special Education	45	55	52	45	51	8.0%	9.4%	8.0%	7.3%	7.7%	
Pre-K & Kindergarten	40	39	42	39	41	7.1%	6.7%	6.4%	6.3%	6.2%	
Elementary (1-4)	184	188	216	216	225	32.7%	32.1%	33.1%	34.9%	34.1%	
Middle School (5-6)	61	69	76	73	79	10.8%	11.8%	11.7%	11.8%	12.0%	
Jr. High (7-8)	59	58	60	52	55	10.5%	9.9%	9.2%	8.4%	8.3%	
High School (9-12)	174	177	206	194	209	30.9%	30.2%	31.6%	31.3%	31.7%	
Business	7	7	8	9	10	4.0%	4.0%	3.9%	4.6%	4.8%	
Language Arts	29	27	30	26	27	16.7%	15.3%	14.6%	13.4%	12.9%	
Social Studies	17	22	25	24	24	9.8%	12.4%	12.1%	12.4%	11.5%	
Foreign Language	9	9	12	9	11	5.2%	5.1%	5.8%	4.6%	5.3%	
Mathematics	24	24	27	28	32	13.8%	13.6%	13.1%	14.4%	15.3%	
Science	19	21	22	20	20	10.9%	11.9%	10.7%	10.3%	9.6%	
Vocational Education	30	34	40	38	39	17.2%	19.2%	19.4%	19.6%	18.7%	
Other High School	39	33	42	40	46	22.4%	18.6%	20.4%	20.6%	22.0%	

Total Enrollments	12,844	12,362	12,384	12,317	11,514	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	910	859	778	785	751	7.1%	6.9%	6.3%	6.4%	6.5%
Grades 1-4	3,770	3,551	3,539	3,434	3,513	29.4%	28.7%	28.6%	27.9%	30.5%
Grades 5-6	1,892	1,773	1,764	1,827	1,957	14.7%	14.3%	14.2%	14.8%	17.0%
Grades 7-8	1,852	1,743	1,781	1,829	1,697	14.4%	14.1%	14.4%	14.8%	14.7%
Grades 9-12	4,283	4,363	4,422	4,323	3,596	33.3%	35.3%	35.7%	35.1%	31.2%
Ungraded	137	73	100	119	0	1.1%	0.6%	0.8%	1.0%	0.0%









District Percentages

**District Counts** 

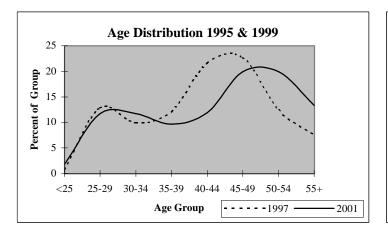
	<u> </u>		act Counts				Disti	ict Percenta	iges	
Profile by	1996-97	997-98 1	998-99 1	999-00 2	000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender										
Administrative	31	33	33	32	39	5.0%	5.2%	4.7%	4.8%	5.5%
White - Females	11	15	15	18	21	35.5%	45.5%	45.5%	56.3%	53.8%
White - Males	18	16	16	13	17	58.1%	48.5%	48.5%	40.6%	43.6%
Black - Females	1	1	1	1	1	3.2%	3.0%	3.0%	3.1%	2.6%
Black - Males	1	1	1	0	0	3.2%	3.0%	3.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	64	57	69	66	68	10.3%	8.9%	9.7%	9.9%	9.6%
White - Females	56	50	59	58	59	87.5%	87.7%	85.5%	87.9%	86.8%
White - Males	5	4	6	4	5	7.8%	7.0%	8.7%	6.1%	7.4%
Black - Females	3	3	4	4	4	4.7%	5.3%	5.8%	6.1%	5.9%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	527	550	607	570	605	84.7%	85.9%	85.6%	85.3%	85.0%
White - Females	414	435	479	446	478	78.6%	79.1%	78.9%	78.2%	79.0%
White - Males	89	92	104	104	107	16.9%	16.7%	17.1%	18.2%	17.7%
Black - Females	20	19	20	16	14	3.8%	3.5%	3.3%	2.8%	2.3%
Black - Males	1	1	1	1	1	0.2%	0.2%	0.2%	0.2%	0.2%
Other - Females	3	3	3	3	5	0.6%	0.5%	0.5%	0.5%	0.8%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Distr	rict Counts	2			Distr	ict Percenta	ioes	
11ge Distribution						1006.07				2000-01
=	1996-97 1	997-98  1	998_99111	999_000	∩∩∩-∩1 III	1996-97 1	1997-9X II	199X_99 II	1999-00 1	
Teachers by Age Group		997-98 1					1997-98	1998-99	1999-00	
Teachers by Age Group Up to 24	4	8	17	10	9	0.8%	1.7%	3.3%	2.1%	1.8%
Teachers by Age Group Up to 24 25-29	4 61	8 53	17 55	10 55	9 57	0.8% 12.8%	1.7% 11.0%	3.3% 10.6%	2.1% 11.6%	1.8% 11.7%
Teachers by Age Group Up to 24 25-29 30-34	4 61 47	8 53 61	17 55 66	10 55 51	9 57 57	0.8% 12.8% 9.9%	1.7% 11.0% 12.7%	3.3% 10.6% 12.7%	2.1% 11.6% 10.7%	1.8% 11.7% 11.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39	4 61 47 58	8 53 61 51	17 55 66 58	10 55 51 50	9 57 57 47	0.8% 12.8% 9.9% 12.2%	1.7% 11.0% 12.7% 10.6%	3.3% 10.6% 12.7% 11.2%	2.1% 11.6% 10.7% 10.5%	1.8% 11.7% 11.7% 9.7%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45	4 61 47 58 103	8 53 61 51 96	17 55 66 58 84	10 55 51 50 70	9 57 57 47 58	0.8% 12.8% 9.9% 12.2% 21.6%	1.7% 11.0% 12.7% 10.6% 20.0%	3.3% 10.6% 12.7% 11.2% 16.2%	2.1% 11.6% 10.7% 10.5% 14.7%	1.8% 11.7% 11.7% 9.7% 11.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49	4 61 47 58 103 108	8 53 61 51 96 101	17 55 66 58 84 112	10 55 51 50 70 103	9 57 57 47 58 97	0.8% 12.8% 9.9% 12.2% 21.6% 22.7%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 61 47 58 103 108 59	8 53 61 51 96 101 67	17 55 66 58 84 112 75	10 55 51 50 70 103 83	9 57 57 47 58 97	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 61 47 58 103 108 59 36	8 53 61 51 96 101 67 44	17 55 66 58 84 112 75 52	10 55 51 50 70 103 83 54	9 57 57 47 58 97 97 65	0.8% 12.8% 9.9% 12.2% 21.6% 22.7%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54	4 61 47 58 103 108 59	8 53 61 51 96 101 67	17 55 66 58 84 112 75	10 55 51 50 70 103 83	9 57 57 47 58 97	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+	4 61 47 58 103 108 59 36 42.0	8 53 61 51 96 101 67 44 42.3	17 55 66 58 84 112 75 52 42.2	10 55 51 50 70 103 83 54 42.9	9 57 57 47 58 97 97 65 43.3	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4% 7.6%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9% 9.1%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5% 10.0%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4% 11.3%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age	4 61 47 58 103 108 59 36	8 53 61 51 96 101 67 44 42.3	17 55 66 58 84 112 75 52 42.2	10 55 51 50 70 103 83 54 42.9	9 57 57 47 58 97 97 65 43.3	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4% 7.6%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9% 9.1%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5% 10.0%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4% 11.3%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution	4 61 47 58 103 108 59 36 42.0	8 53 61 51 96 101 67 44 42.3	17 55 66 58 84 112 75 52 42.2	10 55 51 50 70 103 83 54 42.9	9 57 57 47 58 97 97 65 43.3	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4% 7.6%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9% 9.1%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5% 10.0%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4% 11.3%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9% 13.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience	4 61 47 58 103 108 59 36 42.0	8 53 61 51 96 101 67 44 42.3	17 55 66 58 84 112 75 52 42.2	10 55 51 50 70 103 83 54 42.9	9 57 57 47 58 97 97 65 43.3	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4% 7.6%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9% 9.1%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5% 10.0%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4% 11.3%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9% 13.3%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years	4 61 47 58 103 108 59 36 42.0	8 53 61 51 96 101 67 44 42.3 Distr	17 55 66 58 84 112 75 52 42.2	10 55 51 50 70 103 83 54 42.9	9 57 57 47 58 97 97 65 43.3	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4% 7.6%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9% 9.1%  District 1997-98	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5% 10.0%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4% 11.3%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9% 13.3% 2000-01 25.6%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years	4 61 47 58 103 108 59 36 42.0	8 53 61 51 96 101 67 44 42.3 Distr 997-98 1 148 95	17 55 66 58 84 112 75 52 42.2 erict Counts 998-99 1	10 55 51 50 70 103 83 54 42.9	9 57 57 47 58 97 97 65 43.3	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4% 7.6%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9% 9.1%  District 1997-98 25.3% 16.2%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5% 10.0%  ict Percenta 1998-99 27.8% 16.0%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4% 11.3%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9% 13.3% 2000-01 25.6% 17.0%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years	4 61 47 58 103 108 59 36 42.0	8 53 61 51 96 101 67 44 42.3 Distr 997-98 1 148 95 71	17 55 66 58 84 112 75 52 42.2 sict Counts 998-99 1 181 104 76	10 55 51 50 70 103 83 54 42.9	9 57 57 47 58 97 97 65 43.3	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4% 7.6%  1996-97 23.1% 17.1% 12.3%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9% 9.1%  District 1997-98  25.3% 16.2% 12.1%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5% 10.0%  ict Percenta 1998-99 27.8% 16.0% 11.7%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4% 11.3%  11.3%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9% 13.3%  2000-01 25.6% 17.0% 11.8%
Teachers by Age Group Up to 24 25-29 30-34 35-39 40-45 45-49 50-54 55+ Average Age  Experience Distribution Teachers by Experience 0-3 Years 4-7 Years 8-11 Years 12-15 Years	4 61 47 58 103 108 59 36 42.0 1996-97 1 130 96 69 61	8 53 61 51 96 101 67 44 42.3  Distr 997-98 1 148 95 71 56	17 55 66 58 84 112 75 52 42.2  rict Counts 998-99 1 181 104 76 65	10 55 51 50 70 103 83 54 42.9	9 57 57 47 58 97 97 65 43.3 000-01 169 112 78 58	0.8% 12.8% 9.9% 12.2% 21.6% 22.7% 12.4% 7.6%  1996-97 23.1% 17.1% 12.3% 10.8%	1.7% 11.0% 12.7% 10.6% 20.0% 21.0% 13.9% 9.1%  District 1997-98 25.3% 16.2% 12.1% 9.6%	3.3% 10.6% 12.7% 11.2% 16.2% 21.6% 14.5% 10.0%	2.1% 11.6% 10.7% 10.5% 14.7% 21.6% 17.4% 11.3%  1999-00  24.4% 17.9% 10.8% 10.0%	1.8% 11.7% 11.7% 9.7% 11.9% 19.9% 13.3%  2000-01 25.6% 17.0% 11.8% 8.8%

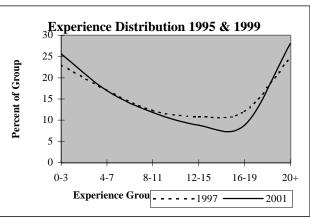
		Di	strict Cou	nts		District Rates					
Attrition	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	71	33	127	38	-		10.8%	4.9%	16.8%	5.3%	-
Attrition from Transfers	21	2	20	7	-		3.2%	0.3%	2.6%	1.0%	-
Attrition from Exits	50	31	107	31	-		7.6%	4.6%	14.1%	4.3%	-
Teacher Attrition	62	31	111	34	-		11.0%	5.3%	17.0%	5.5%	-
Attrition from Transfers	18	2	15	7	-		3.2%	0.3%	2.3%	1.1%	-
Attrition from Exits	44	29	96	27	-		7.8%	4.9%	14.7%	4.4%	-
District Retention											
<b>Educator Retention</b>	588	646	631	684	-		89.2%	95.1%	83.2%	94.7%	-
Teacher Retention	501	555	541	585	-		89.0%	94.7%	83.0%	94.5%	-

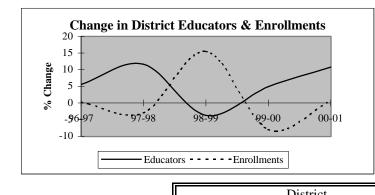
Teacher Retention	D:	istrict Rat	es
5 Year Average Retention Rate	Retained	Transfer	Attrition
New Entrants	78.5%	4.3%	17.2%
1 Year of Experience	84.8%	3.8%	11.4%
2 Years of Experience	86.9%	3.0%	10.1%
3 Years of Experience	80.4%	3.8%	15.8%
4 Years of Experience	88.0%	0.8%	11.3%
5 Years of Experience	85.8%	4.5%	9.7%

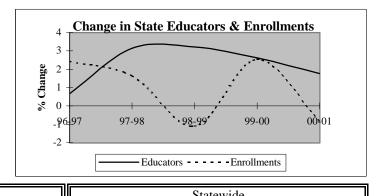
Statewide Rates											
Retained	Transfer	Total	Attrition								
78.6%	5.3%	83.9%	16.1%								
84.3%	2.9%	87.2%	12.8%								
86.1%	2.7%	88.8%	11.2%								
87.3%	2.2%	89.6%	10.4%								
88.4%	2.1%	90.5%	9.5%								
89.6%	1.8%	91.4%	8.6%								

		Distri	ict Percent	tages			·	Statev	ide Percen	itages	
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01	1996	5-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	10.0%	16.4%	22.6%	23.3%	23.0%	8	3.7%	12.8%	16.1%	18.9%	19.5%
Sex	4.5%	9.9%	15.4%	12.9%	11.8%	۷	1.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	1.2%	0.6%	2.5%	1.8%	3.2%	1	.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	88.2%	86.5%	84.3%	87.7%	86.3%	90	).2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.3%	0.6%	0.3%	0.0%	0.1%	(	0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.3%	12.4%	12.9%	10.5%	10.4%	8	3.6%	9.3%	9.4%	11.0%	10.3%









			District			Statewide					
Descriptive Indicators	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Supply & Demand Indicator	S										
Student to Educator Ratio	15.0	13.0	15.7	13.7	12.5	16.4	16.2	15.5	15.5	15.1	
Student to Teacher Ratio	17.7	15.3	18.1	16.3	15.2	19.2	18.8	18.1	18.0	17.6	
Change in Educators	10	22	-8	10	23	-	-	-	-	-	
% Change in Educators	5.6%	11.6%	-3.8%	4.9%	10.8%	0.7%	3.1%	3.2%	2.6%	1.8%	
Change in Enrollments	9	-85	426	-255	17	-	-	-	-	-	
% Change in Enrollment:	0.3%	-3.0%	15.5%	-8.0%	0.6%	2.4%	1.6%	-1.1%	2.5%	-0.8%	
Workforce											
% Part-Time	0.0%	0.9%	0.5%	0.5%	2.1%	0.7%	0.7%	0.7%	0.7%	6.9%	
% Administrative Staff	5.3%	4.7%	4.4%	5.6%	5.5%	4.5%	4.5%	4.4%	4.4%	4.3%	
% Professional Staff	10.1%	10.0%	8.9%	10.3%	12.7%	9.6%	9.5%	9.6%	9.6%	9.7%	
% Minority	6.7%	7.0%	6.3%	6.9%	7.6%	12.1%	12.3%	12.4%	12.6%	12.8%	
% Minority in Admin.	10.0%	10.0%	11.1%	8.3%	0.0%	16.8%	17.2%	16.7%	17.1%	17.7%	
% Female in Admin.	30.0%	30.0%	33.3%	50.0%	38.5%	36.3%	37.4%	38.6%	40.6%	41.5%	
Teachers											
Average Age	40.9	41.1	41.5	41.2	40.9	43.3	43.5	43.6	43.7	43.9	
Average Experience	12.0	11.4	12.1	11.4	11.0	13.8	13.7	13.7	13.4	13.3	
Average Salary	32,631	32,016	34,292	35,165	35,088	33,907	34,370	35,839	36,884	36,619	
% Minority Teachers	6.6%	7.1%	6.1%	6.5%	7.1%	12.0%	12.1%	12.3%	12.5%	12.6%	
% Female Teachers	88.8%	90.6%	90.3%	89.9%	90.2%	79.2%	79.4%	79.4%	79.4%	79.6%	
% Special Ed. Teachers	8.1%	8.3%	7.4%	8.4%	8.8%	10.9%	10.8%	10.9%	10.8%	10.7%	
Enrollment											
% Minority	21.2%	na	20.2%	22.0%	22.0%	26.0%	na	26.5%	27.3%	27.7%	
% Special Education	2.2%	2.0%	1.9%	1.5%	1.7%	1.7%	1.6%	1.8%	1.8%	1.8%	

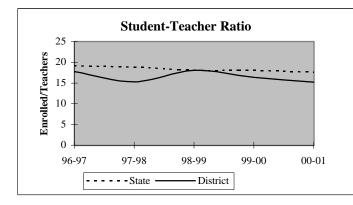
		Dis	strict Cou	nts		District Percentages					
Dynamics of the Workforce	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Total Workforce	189	211	203	213	236		100.0%	100.0%	100.0%	100.0%	100.0%
Retained Educators	168	178	181	187	203		88.9%	84.4%	89.2%	87.8%	86.0%
Newly Hired	21	33	22	26	33		11.1%	15.6%	10.8%	12.2%	14.0%
Transfers In	1	5	2	5	5		4.8%	15.2%	9.1%	19.2%	15.2%
Reentrants	4	9	13	5	10		19.0%	27.3%	59.1%	19.2%	30.3%
First Time Educators	16	19	7	16	18		76.2%	57.6%	31.8%	61.5%	54.5%
Total Exiting Next Year	11	30	16	10	-	E	5.8%	14.2%	7.9%	4.7%	-
Transfers Out	2	3	1	4	-		18.2%	10.0%	6.3%	40.0%	-
Leave Tennessee Educ.	9	27	15	6	-		81.8%	90.0%	93.8%	60.0%	-

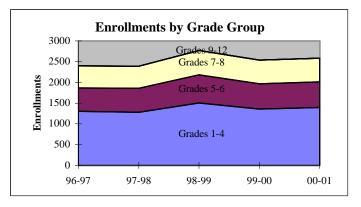
Dynamics Rates	District Rates						
District Attrition	5.8%	14.2%	7.9%	4.7%	-		
Transfers In/Out	0.50	1.67	2.00	1.25	-		

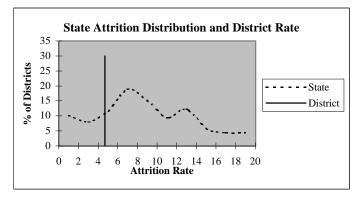
### District Report for: LEBANON

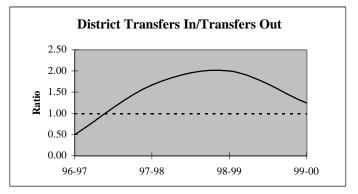
		District Counts					District Percentages				
Profile by Position	1996-97	1997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01	
Total Educators	189	211	203	213	236	100.0%	100.0%	100.0%	100.0%	100.0%	
Administrators	10	10	9	12	13	5.3%	4.7%	4.4%	5.6%	5.5%	
Professional Staff	19	21	18	22	30	10.1%	10.0%	8.9%	10.3%	12.7%	
Total Teachers	160	180	176	179	193	84.7%	85.3%	86.7%	84.0%	81.8%	
Special Education	13	15	13	15	17	8.1%	8.3%	7.4%	8.4%	8.8%	
Pre-K & Kindergarten	20	22	20	20	19	12.5%	12.2%	11.4%	11.2%	9.8%	
Elementary (1-4)	82	94	93	101	108	51.3%	52.2%	52.8%	56.4%	56.0%	
Middle School (5-6)	24	27	28	26	25	15.0%	15.0%	15.9%	14.5%	13.0%	
Jr. High (7-8)	20	21	22	17	24	12.5%	11.7%	12.5%	9.5%	12.4%	
High School (9-12)	1	1	0	0	0	0.6%	0.6%	0.0%	0.0%	0.0%	
Business	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Language Arts	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Social Studies	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Foreign Language	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Mathematics	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Science	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Vocational Education	1	1	0	0	0	100.0%	100.0%	0.0%	0.0%	0.0%	
Other High School	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Total Enrollments	2,837	2,752	3,178	2,923	2,940	100.0%	100.0%	100.0%	100.0%	100.0%	
Dro K & K	300	308	3/10	3/12	304	13 7%	11 2%	11 0%	11 7%	10.3%	

Total Enrollments	2,837	2,752	3,178	2,923	2,940	100.0%	100.0%	100.0%	100.0%	100.0%
Pre K. & K.	390	308	349	342	304	13.7%	11.2%	11.0%	11.7%	10.3%
Grades 1-4	1,304	1,281	1,500	1,357	1,398	46.0%	46.5%	47.2%	46.4%	47.6%
Grades 5-6	564	576	680	608	611	19.9%	20.9%	21.4%	20.8%	20.8%
Grades 7-8	529	532	590	571	576	18.6%	19.3%	18.6%	19.5%	19.6%
Grades 9-12	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Ungraded	50	55	59	45	51	1.8%	2.0%	1.9%	1.5%	1.7%









		Dist	rict Coun	its			Distr	ict Percenta	iges	
Profile by	1996-97 1	997-98 1	998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Known Race and Gender							<u>'</u>		<u> </u>	
Administrative	10	10	9	12	13	5.6%	5.0%	4.7%	5.9%	5.8%
White - Females	2	2	2	5	5	20.0%	20.0%	22.2%	41.7%	38.5%
White - Males	7	7	6	6	8	70.0%	70.0%	66.7%	50.0%	61.5%
Black - Females	1	1	1	1	0	10.0%	10.0%	11.1%	8.3%	0.0%
Black - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Staff	19	21	18	22	30	10.6%	10.4%	9.4%	10.9%	13.3%
White - Females	15	17	15	18	23	78.9%	81.0%	83.3%	81.8%	76.7%
White - Males	3	3	2	2	3	15.8%	14.3%	11.1%	9.1%	10.0%
Black - Females	1	1	1	2	3	5.3%	4.8%	5.6%	9.1%	10.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	3.3%
Other - Females	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Other - Males	0	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0.0%
Teachers	151	170	165	168	182	83.9%	84.6%	85.9%	83.2%	80.9%
White - Females	126	144	141	142	154	83.4%	84.7%	85.5%	84.5%	84.6%
White - Males	15	14	14	15	15	9.9%	8.2%	8.5%	8.9%	8.2%
Black - Females	10	12	10	10	11	6.6%	7.1%	6.1%	6.0%	6.0%
Black - Males	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.5%
Other - Females Other - Males	0 0	$0 \\ 0$	0	1 0	1	0.0% 0.0%	0.0% 0.0%	0.0% 0.0%	0.6% 0.0%	0.5% 0.0%
Other - Maies	U	U	U	U	U	0.0%	0.0%	0.0%	0.0%	0.0%
Age Distribution		Dist	rict Coun	its			Distr	ict Percenta	iges	
Teachers by Age Group	1996-97 1	997-98 1	998-99	1999-00 2	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Up to 24	3	4	3	3	3	2.1%	2.6%	2.0%	2.1%	2.0%
25-29	24	23	19	19	23	16.7%	15.2%	12.9%	13.4%	15.4%
30-34	18	22	25	23	23	12.5%	14.6%	17.0%	16.2%	15.4%
35-39	20	20	17	19	22	13.9%	13.2%	11.6%	13.4%	14.8%
40-45	18	18	18	20	17	12.5%	11.9%	12.2%	14.1%	11.4%
45-49	30	26	24	19	20	20.8%	17.2%	16.3%	13.4%	13.4%
50-54	19	27	31	29	28	13.2%	17.9%	21.1%	20.4%	18.8%
55+	12	11	10	10	13	8.3%	7.3%	6.8%	7.0%	8.7%
Average Age	40.9	41.1	41.5	41.2	40.9					
Emmanianaa Distribution		D: ata	ist Carr	4.0	1	<u> </u>	Diata	ist Dansants		1
Experience Distribution	1006 07 1		rict Coun		2000 01	1006.07		ict Percenta		2000 01
Teachers by Experience				1999-00		1996-97	1997-98	1998-99	1999-00	2000-01
0-3 Years	36	48	41	53	54	22.5%	26.7%	23.3%	29.6%	28.0%
4-7 Years	28	34	35	25	38	17.5%	18.9%	19.9%	14.0%	19.7%
8-11 Years	19	18	19	26	24	11.9%	10.0%	10.8%	14.5%	12.4%
12-15 Years 16-19 Years	22 11	18 16	20 14	20 14	19 18	13.8% 6.9%	10.0% 8.9%	11.4% 8.0%	11.2%	9.8%
20+ Years	11 44	46	14 47	14 41	40	27.5%	8.9% 25.6%	8.0% 26.7%	7.8% 22.9%	9.3% 20.7%
20+ 1 cais	44	40	4/	41	40	21.3%	23.0%	20.7%	<i>44.9</i> %	ZU. 1 %

Average Experience

12.0

11.4

11.4

11.0

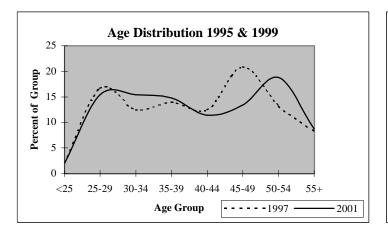
12.1

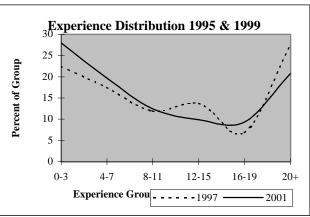
		District Counts			District Rates					
Attrition	1996-97 1	997-98	1998-99	1999-00	2000-01	1996-97	1997-98	1998-99	1999-00	2000-01
Educator Attrition	11	30	16	10	-	5.8%	14.2%	7.9%	4.7%	=
Attrition from Transfers	2	3	1	4	-	1.1%	1.4%	0.5%	1.9%	-
Attrition from Exits	9	27	15	6	-	4.8%	12.8%	7.4%	2.8%	-
Teacher Attrition	10	24	12	8	-	6.3%	13.3%	6.8%	4.5%	-
Attrition from Transfers	2	3	0	3	-	1.3%	1.7%	0.0%	1.7%	-
Attrition from Exits	8	21	12	5	-	5.0%	11.7%	6.8%	2.8%	-
District Retention										
<b>Educator Retention</b>	178	181	187	203	-	94.2%	85.8%	92.1%	95.3%	-
Teacher Retention	150	156	164	171	-	93.8%	86.7%	93.2%	95.5%	-

Teacher Retention	D	District Rates				
5 Year Average Retention Rate	Retained	Transfer	Attrition			
New Entrants	81.4%	6.8%	11.9%			
1 Year of Experience	95.7%	0.0%	4.3%			
2 Years of Experience	87.5%	3.6%	8.9%			
3 Years of Experience	87.8%	2.0%	10.2%			
4 Years of Experience	83.3%	0.0%	16.7%			
5 Years of Experience	95.2%	0.0%	4.8%			

Statewide Rates						
Retained	Transfer	Total	Attrition			
78.6%	5.3%	83.9%	16.1%			
84.3%	2.9%	87.2%	12.8%			
86.1%	2.7%	88.8%	11.2%			
87.3%	2.2%	89.6%	10.4%			
88.4%	2.1%	90.5%	9.5%			
89.6%	1.8%	91.4%	8.6%			

		District Percentages				Statewide Percentages					
Survey Data Quality	1996-97	1997-98	1998-99	1999-00	2000-01		1996-97	1997-98	1998-99	1999-00	2000-01
Incomplete Responses											
Race	14.0%	20.3%	23.8%	26.6%	27.0%		8.7%	12.8%	16.1%	18.9%	19.5%
Sex	8.0%	13.7%	16.3%	15.4%	11.8%		4.6%	7.8%	10.1%	9.2%	8.7%
Experience Increment											
% Increment by 0	0.0%	0.5%	1.0%	1.4%	1.3%		1.1%	1.1%	1.2%	1.2%	1.4%
% Increment by 1	89.4%	86.3%	89.2%	88.3%	85.6%		90.2%	89.5%	89.2%	87.7%	88.0%
% Increment by 2	0.0%	0.0%	0.0%	0.0%	0.0%		0.1%	0.1%	0.1%	0.2%	0.3%
% Other Increment	10.6%	13.3%	9.9%	10.3%	13.1%		8.6%	9.3%	9.4%	11.0%	10.3%





# Appendix A State of Tennessee Data Processing Notes 2002 Distribution and Preliminary Data Files

- 1. Educators are selected from the distribution database for inclusion as long as they are both "Active" in the "Record Status" field and their "Months/days Paid" are greater than zero. In the case of the 1996-97 distribution file it was necessary to "reset" the record status field for those educators showing continuously increasing experience from 1995-96 through 1997-98. This methodology was dropped in subsequent years after discussion with Deborah Gilliam regarding the use of the Active flag in the distribution file.
- 2. FTE is set to 1.0 for all educators and then adjusted for part time or split schedule work using the "Percent Part-time Daily" field.
- 3. Each individual educator is then assigned to a position grouping using the TCHASSIGN field from the distribution database. The cross-walk from tchassign to dynamics position is provided as an attachment.
- 4. The educators partial FTE's are than aggregated by ssn/teacher number, district, and dynamics position and sorted from lowest to highest.
- 5. A single dynamics position is then selected for each educator according to the highest partial FTE totaled in the step above. Ties are broken first by highest total partial FTE, and then by lowest dynamics position number.
- 6. Once the position has been determined, each educator is assigned to a single district (System Number) by selecting the district in which they spend the majority of their time in that position. Ties are broken by highest total partial FTE, and then by lowest district number.
- 7. The educators classified as teachers grades 9-12 (dynamics position '900') are then broken down into their assignments using the preliminary staff data files. First, each 9-12 educator is matched to their assignment data. Each course that they report as an assignment is cross-walked to a dynamics position (from '905' to '990'). The courses are then counted by dynamics groups for each person to determine where the majority of the educators time spent. Ties are broken by lowest dynamics position code. In this step is it possible for educators classified as grades 9-12 to be moved into the special education category.

**Special Processing Note:** The 1997-98 preliminary staff file was not created due to a problem encountered during a change in data collection procedures. The 1998-99 preliminary file was used with the 1997-98 distribution file to breakout the High School teachers using the methodology outlined about. The 1999-2000 Preliminary file had structural problems which made it necessary to use the 1998-99 and 2000-01 files to help bridge the gap for more than 400 unreadable records.

# Appendix B State of Tennessee Data Processing Notes 2000 Tennessee Institutions of Higher Education (IHE) Files

Processing of the Tennessee Board of Regent of Higher Education (IHE) begins with the graduates of Tennessee Institutions of Higher Education. One file exists each for graduates of Public and of Private Institutions.

- 1. The graduate files have multiple record types within the same file. Therefor, the first step is to separate the file into its individual file components. One set of records contains data on degrees issued, while another record type includes information on teacher licensure status. Data files prior to 1996 have licensure data on the same record for graduates while non-degree recipient licensure information is included on a separate record. A degree record exists for each degree issued in the fiscal year of the data file (July to June). For data files after 1996, licensure data is only available on the licensure record whether a degree was granted or not and was merged into the degree data. In the case of the data files after 1996, licensure records exist for every teaching or administrator license issued during that fiscal year. In either set of files a licensure record may, or may not be accompanied by a degree record.
- 2. Tennessee is concerned with first time entry into Public Education through Tennessee IHEs. Bachelor's degree recipients seeking first time licensure are the largest source of new hires in public education and are determined by merging the degree recipients in a given year with the licensure data. The remaining licensure data are for post bachelors who are seeking first time licensure. This group makes up the second largest source of new hires in public education.
- 3. Data for these two groups are aggregated by fiscal year (July to June), race, sex and IHE and presented in the Graduates and Yield tables in the Tennessee Summary Report of Educator Supply and Demand. This is slightly different from how Data and Decision Analysis (DaDA) typically aggregates graduates for yield. DaDA usually aggregates the data from the Fall Semester (graduates in late fall) through the Summer Semester (graduates in late summer). This allows for graduates in the Summer Semester to be counted in the next year of employment. In the case of the Tennessee data, yield into employment is allowed for the year of the IHE file to account for these Summer Semester graduates as well as those educators who are employed throughout the year as they receive licensure. The yield tables report a consistent yield of two years (current and one year out) to ensure comparability of the data across time.
- 4. Entry into Public Education is determined by analyzing the Department of Education Distribution and Preliminary data files. New hires are defined as those persons with zero years of experience in the current year, and no known record of employment in any previous year. This becomes the entry year for the educators. It is this entry year that is used with the IHE data to calculate the yield information.

## Appendix C State of Tennessee Position Code to Tennessee Position Crosswalk

		Tennessee	
		Teaching	
Code	Position Description	Position	Tennessee Position Name
110	Superintendents	10	Superintendent
115	Assistant Superintendents	11	Asst. Superintendent
121	Elementary Principals	03	Principal (Elem.)
123	Secondary Principals	04	Principal (Sec)
124	Elem. & Sec. Principals	05	Principal (Elem. & Sec)
126	Asst. Elem. Principals	06	Asst. Principal (Elem.)
128	Asst. Sec. Principals	07	Asst. Principal (Sec)
129	Asst. Elem. & Sec. Principals	08	Asst. Principal (Elem. & Sec)
190	Other Administrative	74	Spec Ed Principal
		19	Principal & Superintendent
		63	Vocational Principal
210	Guidance Counselors	40	Guidance Counselor (Elem.)
		41	Guidance Counselor (Sec)
		42	Guidance Counselor (Elem. & Sec)
220	Librarians	28	Librarian (Elem. & Sec)
		31	Librarian (Elem.)
		32	Librarian (Sec)
280	Supervisors	16	Supv of Instruction (Sec)
		17	Supv of Instruction (Elem.)
		20	Supv of Inst. (Elem. & Sec)
		21	Materials Supervisor
		23	School Food Service Supervisor
		24	Special Education Supervisor
		75	Spec Ed Supervisor
		25	Vocational Supervisor
		62	Vocational Supervisor
		92	Chapter 1 Supervisor
290	Other Professional Staff	72	Spec Ed Related Ser, Prof. Pers
		73	Spec Ed School Psychologist
		29	Other System Wide (NCL)
		30	Other System Wide (CL)
		18	Attendance Teacher
		22	School Psychologist
		26	School Social Worker
		76	Speech/Hearing Specialist
		77	Audiologist
		33	Assessment Personnel
		34	Assessment Personnel

### State of Tennessee Position Code to Tennessee Position Crosswalk (Continued)

		Tennessee	
		Teaching	
Code	Position Description	Position	Tennessee Position Name
310	Special Education	46	Learning Disabilities
		47	SMR
		50	Home Instruction
		51	Hospital Instruction
		52	Multiple Disabilities
		53	Speech & Hearing
		54	Severe Speech & Hearing
		55	Severe Hard of Hearing
		56	Visually Handicapped
		57	EMR
		58	Experimental Spec Ed
		59	Emotionally Disturbed
		68	Spec Ed Teacher (Elem.)
		69	Spec Ed Teacher (Sec)
		70	Spec Ed Teacher (OPTS 7,8,9)
		71	Home/Hospital Instruction
400	Early Childhood Education	79	Pre-K Teacher
500	Kindergarten Teachers	80	Kindergarten Teacher
		00	Kindergarten
600	Elementary Teachers	01	Elementary Teacher
		27	Music Teacher (Elem.)
		36	Art Teacher (Elem.)
		37	Phys Ed Teacher (Elem.)
		81	Grade 1 Teacher
		82	Grade 2 Teacher
		83	Grade 3 Teacher
		84	Grade 4 Teacher
		90	Chapter 1 Teacher (Elem.)
		64	Vocational Teacher (Elem.)
700	Middle School Teachers	85	Grade 5 Teacher
		86	Grade 6 Teacher
800	Jr. High School Teachers	87	Grade 7 Teacher
		88	Grade 8 Teacher
900	Total High School Teachers	02	High School Teacher
		89	Grade 9-12 Teacher
		91	Chapter 1 Teacher (Sec)
980	High School - Vocational Ed.	60	Vocational Teacher
		61	Vocational Teacher (TSC)
999	High School - Other Teacher	99	Unknown

### State of Tennessee Position Code to Tennessee Position Crosswalk (Continued)

The High School grouping (900 series above) are then split into the categories shown below using the assignment data from the preliminary report. Please refer to Appendix B for a description of the processing steps used.

Code	Position Description
905	High School - Business
915	High School - Language Arts
930	High School - Social Studies
940	High School - Foreign Languages
960	High School - Mathematics
970	High School - Science